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ECONOMIC RESEARCH REPORT

STATISTICS OF LARGE CITY PUBLIC SCHOOL SYSTEMS
FALL 1977

A Report of the
Economic Research Department
American Federation of Teachers, AFL-CIO

Apr_ 1979

STATISTICS OF LARGE CITY PUBLIC SCHOOL SYSTEMS
FALL 1977

The following 14 tables on 20 large city public school districts in the United States have been prepared by the National Center for Education Statistics, U.S. Department of Health, Education, and Welfare.

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TABLE 1

—Number and percent distribution of staff employed by large city public school systems, by assignment category: Fall 1977

(In full-time equivalents)

Large cities	Total staff	Official/ administrative		Professional/ educational		Professional/ other		Nonprofessional	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
1	2	3	4	5	6	7	8	9	10
TOTAL 50 STATES AND D.C. 1/	3,912,449	173,417	4.4	2,340,137	59.8	59,659	1.5	1,339,236	34.2
TOTAL 20 LARGE CITIES	383,047	17,838	4.7	220,200	57.5	6,732	1.8	138,277	36.1
PERCENT OF U.S. TOTAL	9.8	10.3	—	9.4	—	11.3	—	10.3	—
Baltimore, Md.	15,500	879	5.7	8,520	55.0	206	1.3	5,895	38.0
Boston, Mass.	7,322	328	4.5	4,438	60.6	496	6.8	2,060	28.1
Chicago, Ill. 2/	45,918	2,435	5.3	24,484	53.3	1,150	2.5	17,849	38.9
Cleveland, Ohio	9,385	315	3.4	5,446	58.0	181	1.9	3,443	36.7
Dallas, Tex.	13,926	522	3.7	7,566	54.3	88	.6	5,750	41.3
Detroit, Mich.	18,965	1,067	5.6	9,585	50.6	315	1.7	7,978	42.1
Houston, Tex.	17,538	640	3.6	10,423	59.4	127	.7	6,348	36.2
Indianapolis, Ind.	8,120	359	4.4	4,176	51.4	138	1.7	3,449	42.5
Los Angeles, Calif.	54,773	1,498	2.7	30,521	55.7	845	1.5	21,809	40.0
Memphis, Tenn.	10,573	432	4.1	6,270	59.3	88	.8	3,783	35.8
Milwaukee, Wis.	9,354	456	4.9	5,380	57.5	213	2.3	3,305	35.3
New Orleans, La.	8,800	232	2.6	4,634	52.7	221	2.5	3,713	42.2
New York, N.Y. 2/	82,830	5,240	6.3	52,040	62.8	350	.4	25,200	30.4
Philadelphia, Pa. 2/	24,359	759	3.1	14,286	58.6	1,091	4.5	8,223	33.8
Phoenix, Ariz.	14,407	858	6.0	8,649	60.0	538	3.7	4,362	30.3
St. Louis, Mo.	6,776	475	7.0	4,123	60.8	97	1.4	2,081	30.7
San Antonio, Tex.	6,026	156	2.6	3,372	56.0	82	1.4	2,416	40.1
San Diego, Calif.	9,683	315	3.3	5,684	58.7	144	1.5	3,540	36.6
San Francisco, Calif.	7,916	318	4.0	4,064	51.3	54	.7	3,480	44.0
Washington, D.C.	10,896	554	5.1	6,541	60.0	308	2.8	3,493	32.1

1/ National totals reflect data as reported. No NCES imputations are included.
2/ Estimated by reporting jurisdiction.

NOTE.—Due to rounding, percents may not add to 100.0

TABLE 2

—Number of administrative staff employed by large city public school systems, by type of assignment and sex: Fall 1977

(In full-time equivalents)

Large cities	Total (cols. 3, 6, and 9)	Official/administrative								
		Superintendents and assistants			Principals and assistants			Other		
		Total	Male	Female	Total	Male	Female	Total	Male	Female
1	2	3	4	5	6	7	8	9	10	11
TOTAL 50 STATES AND D.C. 1/	173,417	23,626	NA	NA	104,679	NA	NA	45,112	NA	NA
TOTAL 20 LARGE CITIES	17,838	703	NA	NA	9,461	NA	NA	7,674	NA	NA
PERCENT OF U.S. TOTAL	10.3	3.0	NA	NA	9.0	NA	NA	17.0	NA	NA
Baltimore, Md.	879	23	NA	NA	409	NA	NA	447	NA	NA
Boston, Mass.	328	16	NA	NA	288	NA	NA	24	NA	NA
Chicago, Ill. 2/	2,435	36	25	11	1,000	909	91	1,399	1,145	254
Cleveland, Ohio	315	6	5	1	290	157	133	19	13	6
Dallas, Tex.	522	24	21	3	331	280	51	167	91	76
Detroit, Mich.	1,067	224	NA	NA	541	NA	NA	302	NA	NA
Houston, Tex.	640	53	37	16	382	221	161	205	108	97
Indianapolis, Ind.	359	6	5	1	173	124	49	180	123	57
Los Angeles, Calif.	1,498	28	23	5	1,137	742	395	333	248	85
Memphis, Tenn.	432	13	12	1	240	200	40	179	104	75
Milwaukee, Wis.	456	8	8	—	302	250	52	146	69	77
New Orleans, La.	232	12	11	1	174	112	62	46	31	15
New York, N.Y. 2/	5,240	120	90	30	2,210	1,613	595	2,910	1,490	1,420
Philadelphia, Pa. 2/	759	9	7	2	442	351	91	308	135	173
Phoenix, Ariz.	858	47	44	3	296	269	27	515	260	255
St. Louis, Mo.	475	35	32	3	252	205	47	188	53	135
San Antonio, Tex.	156	10	10	—	125	81	44	21	15	6
San Diego, Calif.	315	3	2	1	251	172	79	61	51	10
San Francisco, Calif.	318	6	6	--	260	160	100	52	35	17
Washington, D.C.	554	24	16	8	358	170	188	172	58	114

1/ National totals reflect data as reported. No NCES imputations are included.
2/ Estimated by reporting jurisdiction.

NA Not available.
-- Quantity zero, unknown, or not applicable.

TABLE 3

—Percent distribution of administrative staff employed by large city public school systems, by type of assignment and sex: Fall 1977

(In full-time equivalents)

Large cities	Official/administrative								
	Superintendents and assistants			Principals and assistants			Other		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
1	2	3	4	5	6	7	8	9	10
TOTAL 50 STATES AND D.C. 1/	100.0	NA	NA	100.0	NA	NA	100.0	NA	NA
TOTAL 20 LARGE CITIES	3.0	NA	NA	9.0	NA	NA	17.0	NA	NA
Baltimore, Md.	100.0	NA	NA	100.0	NA	NA	100.0	NA	NA
Boston, Mass.	100.0	NA	NA	100.0	NA	NA	100.0	NA	NA
Chicago, Ill. 2/	100.0	69.4	30.6	100.0	90.9	9.1	100.0	81.8	18.2
Cleveland, Ohio	100.0	83.3	16.7	100.0	54.1	45.9	100.0	68.4	31.6
Dallas, Tex.	100.0	87.5	12.5	100.0	84.6	15.4	100.0	54.5	45.5
Detroit, Mich.	100.0	NA	NA	100.0	NA	NA	100.0	NA	NA
Houston, Tex.	100.0	69.8	30.2	100.0	57.9	42.1	100.0	52.7	47.3
Indianapolis, Ind.	100.0	83.3	16.7	100.0	71.7	28.3	100.0	68.3	31.7
Los Angeles, Calif.	100.0	82.1	17.9	100.0	65.3	34.7	100.0	74.5	25.5
Memphis, Tenn.	100.0	92.3	7.7	100.0	83.3	16.7	100.0	58.1	41.9
Milwaukee, Wis.	100.0	100.0	--	100.0	82.8	17.2	100.0	47.3	52.7
New Orleans, La.	100.0	91.7	8.3	100.0	64.4	35.6	100.0	67.4	32.6
New York, N.Y. 2/	100.0	75.0	25.0	100.0	73.1	26.9	100.0	51.2	48.8
Philadelphia, Pa. 2/	100.0	77.8	22.2	100.0	79.4	20.6	100.0	43.8	56.2
Phoenix, Ariz.	100.0	93.6	6.4	100.0	90.9	9.1	100.0	50.5	49.5
St. Louis, Mo.	100.0	91.4	8.6	100.0	81.3	18.7	100.0	28.2	71.8
San Antonio, Tex.	100.0	100.0	--	100.0	64.8	35.2	100.0	71.4	28.6
San Diego, Calif.	100.0	66.7	33.3	100.0	68.5	31.5	100.0	83.6	16.4
San Francisco, Calif.	100.0	100.0	--	100.0	61.5	38.5	100.0	67.3	32.7
Washington, D.C.	100.0	66.7	33.3	100.0	47.5	52.5	100.0	33.7	66.3

1/ No NCES imputations are included.
2/ Estimated by reporting jurisdiction.

NA Not available.
-- Quantity zero, unknown, or not applicable.

NOTE.—Because of rounding, percents may not add to 100.0.

TABLE 4

—Number of professional staff (other than administrative) employed by large city public school systems by type of assignment and sex: Fall 1977

(In full-time equivalents)

Large cities	Professional/educational							Professional/other		
	Total (cols. 3 and 6)	Classroom teachers			Others					
		Total	Male	Female	Total	Male	Female	Total	Male	Female
1	2	3	4	5	6	7	8	9	10	11
TOTAL 50 STATES AND D.C. 1/	2,340,137	2/2,197,477	NA	NA	142,660	NA	NA	59,659	NA	NA
TOTAL 20 LARGE CITIES	220,200	207,964	NA	NA	12,236	NA	NA	6,732	NA	NA
PERCENT OF U.S. TOTAL	9.4	9.5	NA	NA	8.6	NA	NA	11.3	NA	NA
Baltimore, Md.	8,520	8,165	NA	NA	355	NA	NA	206	NA	NA
Boston, Mass.	4,638	4,137	NA	NA	301	NA	NA	496	NA	NA
Chicago, Ill. 3/	24,484	23,160	8,106	15,054	1,324	537	787	1,150	399	751
Cleveland, Ohio	3,446	3,032	1,663	3,369	414	147	267	181	25	156
Dallas, Tex.	7,366	6,431	1,585	4,846	1,135	160	975	88	48	40
Detroit, Mich.	9,585	8,847	NA	NA	738	NA	NA	315	NA	NA
Houston, Tex.	10,423	9,189	1,825	7,364	1,234	195	1,039	127	12	115
Indianapolis, Ind.	4,174	3,868	1,110	2,758	306	125	181	138	23	115
Los Angeles, Calif.	30,521	29,216	11,064	18,152	1,305	651	654	845	257	588
Memphis, Tenn.	6,270	5,675	1,103	4,572	595	154	441	88	25	63
Milwaukee, Wis.	5,380	5,086	1,744	3,322	314	170	144	213	87	126
New Orleans, La.	4,634	4,402	1,035	3,367	232	51	181	221	72	149
New York, N.Y. 3/	52,040	51,130	22,080	29,050	910	315	595	350	170	180
Philadelphia, Pa. 3/	14,286	13,748	5,018	8,730	538	134	404	1,091	309	782
Phoenix, Ariz.	8,649	8,060	2,754	5,306	589	223	366	538	121	417
St. Louis, Mo.	4,123	3,490	887	2,603	633	127	506	97	28	69
San Antonio, Tex.	3,372	3,124	742	2,382	248	53	195	82	13	69
San Diego, Calif.	5,684	5,349	1,684	3,665	335	167	168	144	14	130
San Francisco, Calif.	4,064	3,853	1,459	2,394	211	62	149	54	14	40
Washington, D.C.	6,541	6,022	1,185	4,837	519	88	431	308	98	210

1/ National totals reflect data as reported. No NCES imputations are included.
2/ Revised from previously published data.
3/ Estimated by reporting jurisdiction.

NA Not available.

TABLE 5

--Percent distribution of professional staff (other than administrative) employed by large city public school systems, by type of assignment and sex: Fall 1977

(In full-time equivalents)

Large cities	Professional/educational						Professional/other		
	Classroom teachers			Others					
	Total	Male	Female	Total	Male	Female	Total	Male	Female
1	2	3	4	5	6	7	8	9	10
TOTAL 50 STATES AND D.C. 1/	100.0	NA	NA	100.0	NA	NA	NA	NA	NA
TOTAL 20 LARGE CITIES	9.5	NA	NA	8.6	NA	NA	11.3	NA	NA
Baltimore, Md.	100.0	NA	NA	100.0	NA	NA	100.0	NA	NA
Boston, Mass.	100.0	NA	NA	100.0	NA	NA	100.0	NA	NA
Chicago, Ill. 2/	100.0	35.0	65.0	100.0	40.6	59.4	100.0	34.7	65.3
Cleveland, Ohio	100.0	33.0	67.0	100.0	35.5	64.5	100.0	13.8	86.2
Dallas, Tex.	100.0	24.6	75.4	100.0	14.1	85.9	100.0	54.5	45.5
Detroit, Mich.	100.0	NA	NA	100.0	NA	NA	100.0	NA	NA
Houston, Tex.	100.0	19.9	80.1	100.0	15.8	84.2	100.0	9.4	90.6
Indianapolis, Ind.	100.0	28.7	71.3	100.0	40.8	59.2	100.0	16.7	83.3
Los Angeles, Calif.	100.0	37.9	62.1	100.0	49.9	50.1	100.0	30.4	69.6
Memphis, Tenn.	100.0	19.4	80.6	100.0	25.9	74.1	100.0	28.4	71.6
Milwaukee, Wis.	100.0	34.4	65.6	100.0	54.1	45.9	100.0	40.8	59.2
New Orleans, La.	100.0	23.5	76.5	100.0	22.0	78.0	100.0	32.6	67.4
New York, N.Y.	100.0	43.2	56.8	100.0	34.6	65.4	100.0	48.6	51.4
Philadelphia, Pa. 2/	100.0	36.5	63.5	100.0	24.9	75.1	100.0	28.3	71.7
Phoenix, Ariz.	100.0	34.2	65.8	100.0	37.9	62.1	100.0	22.5	77.5
St. Louis, Mo.	100.0	25.4	74.6	100.0	20.1	79.9	100.0	28.9	71.1
San Antonio, Tex.	100.0	23.8	76.2	100.0	21.4	78.6	100.0	15.9	84.1
San Diego, Calif.	100.0	31.5	68.5	100.0	49.9	50.1	100.0	9.7	90.3
San Francisco, Calif.	100.0	37.9	62.1	100.0	29.4	70.6	100.0	25.9	74.1
Washington, D.C.	100.0	19.7	80.3	100.0	17.0	83.0	100.0	31.8	68.2

1/ No NCES imputations are included.
2/ Estimated by reporting jurisdiction.

NA Not available.

NOTE--Because of rounding, percents may not add to 100.0.

TABLE 6

--Number of nonprofessional staff employed by large city public school systems, by type of assignment and sex: Fall 1977

(In full-time equivalents)

Large cities	Total (cols. 3, 6 and 9)	Nonprofessional								
		Teacher aides, assistants, and interns			Office/clerical personnel			All other nonprofessional		
		Total	Male	Female	Total	Male	Female	Total	Male	Female
1	2	3	4	5	6	7	8	9	10	11
TOTAL 50 STATES AND D.C. 1/	1,339,236	306,075	NA	NA	205,290	NA	NA	827,871	NA	NA
TOTAL 20 LARGE CITIES	138,277	37,449	NA	NA	19,088	NA	NA	81,749	NA	NA
PERCENT OF U.S. TOTAL	10.3	12.2	NA	NA	9.3	NA	NA	9.9	NA	NA
Baltimore, Md.	5,895	2/1,789	NA	NA	(2/)	NA	NA	4,106	NA	NA
Boston, Mass.	2,060	1,213	NA	NA	408	NA	NA	439	NA	NA
Chicago, Ill. 3/	17,849	3,000	150	2,850	1,500	30	1,470	13,349	12,682	667
Cleveland, Ohio	3,443	593	29	564	856	52	804	1,994	770	1,224
Dallas, Tex.	5,750	1,273	54	1,219	1,297	63	1,234	3,180	1,543	1,637
Detroit, Mich.	7,978	2,370	NA	NA	860	NA	NA	4,748	NA	NA
Houston, Tex.	6,348	1,293	35	1,258	1,229	15	1,214	3,826	1,198	2,628
Indianapolis, Ind.	3,449	961	105	856	444	6	438	2,044	907	1,137
Los Angeles, Calif.	21,909	11,213	NA	NA	1,887	NA	NA	8,810	NA	NA
Memphis, Tenn.	3,783	320	27	293	199	1	198	3,264	959	2,305
Milwaukee, Wis.	3,303	1,679	169	1,510	340	4	336	1,286	671	615
New Orleans, La.	3,713	975	41	934	574	32	542	2,164	787	1,377
New York, N.Y. 3/	25,200	4,700	NA	NA	4,200	NA	NA	16,300	NA	NA
Philadelphia, Pa. 3/	8,225	713	61	652	1,901	200	1,701	5,609	2,934	2,675
Phoenix, Ariz.	4,362	713	45	668	930	30	930	2,699	1,585	1,114
St. Louis, Mo.	2,081	353	57	296	460	44	416	1,268	837	431
San Antonio, Tex.	2,416	664	59	605	320	12	308	1,432	568	864
San Diego, Calif.	3,540	1,171	NA	NA	501	NA	NA	1,868	NA	NA
San Francisco, Calif.	3,480	2,061	NA	NA	390	NA	NA	1,029	NA	NA
Washington, D.C.	3,493	3/387	3/88	3/299	772	72	700	2,334	1,130	1,304

1/ National totals reflect data as reported. No NCES imputations are included.
2/ Data for column 6 included in column 3.
3/ Estimated by reporting jurisdiction.

NA Not available.

TABLE 7

--Percent distribution of nonprofessional staff employed by large city public school systems, by type of assignment and sex: Fall 1977

(In full-time equivalents)

Large cities	Nonprofessional								
	Teacher aides, assistants, and interns			Office/clerical personnel			All other nonprofessional		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
1	2	3	4	5	6	7	8	9	10
TOTAL 50 STATES AND D.C. 1/	NA	NA	NA	NA	NA	NA	NA	NA	NA
TOTAL 20 LARGE CITIES	12.2	NA	NA	9.3	NA	NA	9.9	NA	NA
Baltimore, Md.	2/100.0	NA	NA	2/NA	NA	NA	100.0	NA	NA
Boston, Mass.	100.0	NA	NA	100.0	NA	NA	100.0	NA	NA
Chicago, Ill. 3/	100.0	5.0	95.0	100.0	2.0	98.0	100.0	95.0	5.0
Cleveland, Ohio	100.0	4.9	95.1	100.0	6.1	93.9	100.0	38.6	61.4
Dallas, Tex.	100.0	4.2	95.8	100.0	4.9	95.1	100.0	48.5	51.5
Detroit, Mich.	100.0	NA	NA	100.0	NA	NA	100.0	NA	NA
Houston, Tex.	100.0	2.7	97.3	100.0	1.2	98.8	100.0	31.3	68.7
Indianapolis, Ind.	100.0	10.9	89.1	100.0	1.4	98.6	100.0	44.4	55.6
Los Angeles, Calif.	100.0	NA	NA	100.0	NA	NA	100.0	NA	NA
Memphis, Tenn.	100.0	8.4	91.6	100.0	.5	99.5	100.0	29.4	70.6
Milwaukee, Wis.	100.0	10.1	89.9	100.0	1.2	98.8	100.0	52.2	47.8
New Orleans, La.	100.0	4.2	95.8	100.0	5.6	94.4	100.0	36.4	63.6
New York, N.Y. 3/	100.0	NA	NA	100.0	NA	NA	100.0	NA	NA
Philadelphia, Pa.	100.0	8.6	91.4	100.0	10.5	89.5	100.0	52.3	47.7
Phoenix, Ariz.	100.0	6.3	93.7	100.0	2.1	97.9	100.0	58.7	41.3
St. Louis, Mo.	100.0	16.1	83.9	100.0	9.6	90.4	100.0	66.0	34.0
San Antonio, Tex.	100.0	8.9	91.1	100.0	3.8	96.3	100.0	39.7	60.3
San Diego, Calif.	100.0	NA	NA	100.0	NA	NA	100.0	NA	NA
San Francisco, Calif.	100.0	NA	NA	100.0	NA	NA	100.0	NA	NA
Washington, D.C.	3/100.0	3/22.7	3/77.3	100.0	9.3	90.7	100.0	48.4	51.6

1/ No NCES imputations are included.
2/ Data for column 5 included in column 2.
3/ Estimated by reporting jurisdiction.

NA Not available.

NOTE.--Because of rounding, percents may not add to 100.0.

TABLE 8

--Pupil membership in large cities, by level of instruction, and related attendance data: 1976 and 1977

Large cities	Membership						Percent change in total membership	1977-78 school year	
	Fall 1976			Fall 1977				Estimated AIM	Estimated ADA
	Total	Elementary	Secondary	Total	Elementary	Secondary			
1	2	3	4	5	6	7	8	9	10
TOTAL 50 STATES AND D.C. 1/	44,317,000	25,430,000	18,887,000	2/43,730,964	2/24,810,442	2/18,920,572	-1.3	42,951,000	40,201,000
TOTAL 20 LARGE CITIES 3/	4,460,000	2,547,000	1,911,000	4,335,817	2,464,768	1,871,049	-2.8	4,224,000	3,800,000
PERCENT OF U.S. TOTAL 3/	10.1	10.0	10.1	9.9	9.9	9.9	—	9.8	9.5
Baltimore, Md. 4/	159,038	84,986	74,052	152,153	79,564	72,589	-4.3	151,185	126,800
Boston, Mass. 5/	N O	R E P O R T		5/76,889	4/56,098	5/20,791	—	70,000	57,221
Chicago, Ill. 5/	524,221	370,060	154,161	511,113	349,476	161,637	-2.5	488,503	421,304
Cleveland, Ohio	122,727	66,595	56,132	114,979	62,033	52,946	-6.3	111,989	99,759
Dallas, Tex. 5/	141,407	86,742	54,665	134,590	93,112	41,478	-4.8	135,445	121,237
Detroit, Mich. 4/	236,279	139,307	96,972	237,392	139,599	97,993	.6	NA	215,980
Houston, Tex. 4/	210,025	117,302	92,723	206,998	115,899	91,099	-1.4	203,446	182,973
Indianapolis, Ind. 5/	82,102	44,143	37,959	78,321	54,656	23,665	-4.6	75,633	69,756
Los Angeles, Calif. 6/	601,429	322,338	279,091	6/586,725	6/312,108	6/274,617	-2.4	583,283	574,663
Memphis, Tenn. 6/	120,322	63,846	56,476	115,637	60,074	55,563	-3.9	114,650	102,600
Milwaukee, Wis.	109,151	59,372	49,779	101,192	53,977	47,215	-7.3	NA	NA
New Orleans, La. 5/	93,364	64,167	29,197	91,434	62,454	28,980	-2.1	91,298	79,963
New York, N.Y. 4/	2/1,077,028	2/549,326	2/527,702	4/1,045,657	4/519,431	4/526,226	-4.7	1,017,300	852,200
Philadelphia, Pa. 6/	260,787	136,259	124,528	253,798	130,533	123,265	-2.7	255,000	224,400
Phoenix, Ariz. 5/	6/177,204	6/123,374	6/53,830	183,716	125,758	57,958	3.7	177,285	166,650
St. Louis, Mo. 5/	82,804	58,307	24,497	77,743	54,272	23,471	-6.1	NA	68,180
San Antonio, Tex. 4/	65,929	35,556	30,373	64,277	34,638	29,639	-2.5	63,699	59,507
San Diego, Calif. 4/	120,667	63,848	56,819	118,558	63,037	55,521	-1.7	118,558	117,637
San Francisco, Calif. 4/	68,736	33,630	35,106	64,570	32,433	32,137	-6.1	64,570	62,448
Washington, D.C. 4/	125,848	69,160	56,688	7/119,875	65,616	54,259	-4.7	119,000	109,200

1/ NCES imputations for nonreporting States range from approximately 2.0 to 3.1 percent in columns 2, 3, 4, 8 and 10; in column 9 imputations are approximately 10.5 percent.
2/ Revised from previously published data.
3/ NCES imputations for nonreporting jurisdictions range from approximately 1.1 to 2.3 percent in columns 2, 3, 4, 8 and 10; in column 9 imputations are approximately 9.5 percent.
4/ Data are reported by specific grade group: K to 6 for elementary and 7 to 12 for secondary.
5/ Data are reported by specific grade group: K to 8 for elementary and 9 to 12 for secondary.
6/ Estimated by reporting jurisdiction.
7/ Does not include 90 students enrolled in Capitol Page School, 539 tuition grant students, and 168 preschool students supported by D.C. public school system's regular funds.

TABLE 9

Table 22.—Selected pupil membership and teacher data for large cities: 1976 and 1977

(In full-time equivalents)

Large cities	Total membership (include post-graduates)	Classroom teachers			Pupil/teacher ratio in membership	Pupil/teacher ratio in ADA	Pupil/teacher ratio in ADM
		Fall 1976	Fall 1977	Percent change			
1	2	3	4	5	6	7	8
TOTAL 50 STATES AND D.C. 1/	4/43,730,964	2,186,000	2/2,197,477	0.5	2/19.9	18.3	19.5
TOTAL 20 LARGE CITIES 3/	4,335,817	206,000	207,964	1.0	21.0	18.3	20.3
PERCENT OF U.S. TOTAL 3/	9.9	9.4	9.5	—	--	--	--
Baltimore, Md.	152,153	8,240	8,165	-.9	18.6	15.5	18.5
Boston, Mass.	4/76,889	NR	4,137	—	18.6	13.8	16.9
Chicago, Ill.	511,113	4/23,081	4/23,160	.3	22.1	18.2	20.2
Cleveland, Ohio	114,979	5,303	5,032	-5.1	22.8	19.8	22.3
Dallas, Tex.	134,590	6,668	6,431	-3.6	20.9	18.9	21.1
Detroit, Mich.	237,592	8,847	8,847	N/C	26.9	24.4	NA
Houston, Tex.	206,998	9,237	9,189	-.5	22.5	19.9	22.1
Indianapolis, Ind.	78,321	3,524	3,868	9.8	20.2	18.0	19.6
Los Angeles, Calif.	4/586,725	4/28,700	29,216	1.8	20.1	19.7	20.0
Memphis, Tenn.	115,637	5,675	5,675	N/C	20.4	18.1	20.2
Milwaukee, Wis.	101,192	5,366	5,066	-5.6	20.0	NA	NA
New Orleans, La.	91,434	4,380	4,402	.5	20.8	18.2	20.7
New York, N.Y.	4/1,045,657	2/48,931	4/51,130	4.5	20.5	16.7	19.9
Philadelphia, Pa.	253,798	13,957	4/13,748	-1.5	18.5	16.3	18.5
Phoenix, Ariz.	183,716	7,969	8,060	1.1	22.8	20.7	22.0
St. Louis, Mo.	77,743	3,082	3,490	13.2	22.3	19.5	NA
San Antonio, Tex.	64,277	3,202	3,124	-2.4	20.6	19.0	20.4
San Diego, Calif.	118,558	4/5,400	5,349	-.9	22.2	22.0	22.2
San Francisco, Calif.	64,570	4/4,100	3,853	-6.0	16.8	16.2	16.8
Washington, D.C.	119,875	6,057	6,022	-.6	19.9	18.1	19.8

1/ NCES imputations for nonreporting states comprise less than 3.0 percent for columns 3 and 7, and 10.5 percent for column 8.
2/ Revised from previously published data.
3/ NCES imputations for nonreporting jurisdiction comprise approximately 2.0 percent in columns 3, 5, and 7; and 9.5 percent for column 8.
4/ Estimated by reporting jurisdiction.

NA Not available.
N/C No change.
NR Not reported.
-- Quantity zero, unknown, or not applicable.

TABLE 10
PUPIL MEMBERSHIP IN LARGE CITY PUBLIC ELEMENTARY AND SECONDARY DAY SCHOOLS BY GRADE: OCTOBER 1, 1977

Large cities	Total	Prepimary through grade 8								
		Total prepimary-8, including elementary ungraded and special education	Pre-primary 1/	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7
1	2	3	4	5	6	7	8	9	10	11
TOTAL 50 STATES AND D.C.	2/43,730,964	29,431,931	3,783,717	3,337,[illegible]	3,236,493	3,101,084	3,026,639	3,067,837	3,165,900	3,437,758
TOTAL 20 LARGE CITIES	4,335,817	2,946,814	311,779	334,224	331,502	312,505	300,650	302,305	308,493	329,819
PERCENT OF U.S. TOTAL	9.9	10.0	11.2	10.0	10.2	10.1	9.9	9.9	9.7	9.6
Baltimore, Md.	132,153	106,415	10,938	9,515	9,135	8,972	9,179	9,415	9,644	13,542
Boston, Mass. 3/	76,889	56,098	9,465	6,524	5,337	5,351	5,263	5,629	5,911	6,329
Chicago, Ill.	511,113	349,476	46,408	39,823	37,615	35,561	34,268	34,629	35,841	36,141
Cleveland, Ohio	114,979	79,517	10,022	9,805	8,811	7,722	7,764	7,648	7,738	8,797
Dallas, Tex.	134,590	93,112	8,523	11,371	10,941	10,547	10,173	9,723	9,971	10,916
Detroit, Mich.	237,592	175,017	27,408	20,311	19,716	18,145	17,869	17,689	17,715	17,861
Houston, Tex.	206,998	149,821	16,245	19,952	17,191	16,591	15,376	15,235	15,289	16,894
Indianapolis, Ind.	78,321	54,656	5,393	6,649	6,026	5,306	5,065	5,168	5,219	5,782
Los Angeles, Calif. 3/	586,725	396,559	39,348	42,850	48,172	45,820	43,276	43,301	43,008	42,806
Memphis, Tenn.	115,637	79,440	7,502	10,286	9,288	8,414	8,143	8,076	8,405	9,537
Milwaukee, Wis.	101,192	67,150	8,620	6,930	6,878	7,139	6,281	6,077	6,400	6,833
New Orleans, La.	91,434	62,454	6,280	7,534	6,650	6,074	6,306	6,424	6,617	7,286
New York, N.Y. 3/	1,045,657	674,111	53,330	72,983	78,661	75,553	72,912	72,284	74,808	79,091
Philadelphia, Pa.	253,798	169,101	20,479	17,974	17,599	16,773	16,410	17,283	17,602	19,257
Phoenix, Ariz.	183,716	125,758	12,905	15,700	15,924	12,846	11,912	12,835	12,815	13,727
St. Louis, Mo.	77,743	54,272	5,924	6,670	5,350	5,173	5,336	5,646	5,960	5,993
San Antonio, Tex.	64,277	44,620	4,689	5,527	4,970	4,741	4,513	4,324	4,476	4,986
San Diego, Calif.	118,558	81,260	8,442	9,065	9,521	8,864	8,178	8,248	8,440	8,812
San Francisco, Calif.	64,570	42,396	4,331	4,811	4,707	4,566	4,291	4,366	4,445	4,870
Washington, D.C.	3/119,875	85,381	10,127	9,764	9,030	8,347	8,135	8,283	8,407	10,379

1/ Data include nursery schools and kindergartens operated as part of the regular public school system.
2/ Revised from previously published data.
3/ Estimated by reporting jurisdiction.
4/ Ungraded/nongraded students are included with individual grade membership.
5/ Does not include 90 students enrolled in the Capitol Page School, 539 tuition grant students, and 168 preschool students supported by D.C. public school system's regular funds.
6/ Data for column 22 included in column 14.

NA Not available.
— Quantity zero, unknown, or not applicable.

Preprimary through grade 8--Con.			Grades 9-12 and postgraduates							
Grade 8	Elementary ungraded	Elementary special education	Total 9-12 including postgraduates, secondary ungraded and special education	Grade 9	Grade 10	Grade 11	Grade 12	Postgraduate	Secondary ungraded	Secondary special education	Large cities
12	13	14	15	16	17	18	19	20	21	22	23
3,377,356	174,533	522,990	14,299,633	3,791,[illegible]	3,708,113	3,402,462	3,038,845	13,774	41,494	282,796	TOTAL 50 STATES AND D.C.
323,518	13,392	78,627	1,389,[illegible]	[illegible],631	374,752	308,149	241,172	6,319	21,449	53,331	TOTAL 20 LARGE CITIES
9.6	7.7	15.0	9.7	10.1	10.1	9.1	7.9	45.9	34.8	18.9	PERCENT OF U.S. TOTAL
13,309	9,548	3,218	45,738	11,640	13,189	10,072	8,157	—	—	2,680	Baltimore, Md.
5,735	554	—	20,791	4,587	5,435	4,765	4,004	—	—	—	Boston, Mass.
34,583	—	14,407	161,637	52,615	41,820	33,[illegible]	23,619	3,029	—	7,016	Chicago, Ill.
8,737	10	2,481	35,462	8,849	10,534	7,349	6,[illegible]	4	163	1,836	Cleveland, Ohio
10,947	—	—	41,478	12,397	10,902	9,878	8,301	—	—	—	Dallas, Tex.
17,557	—	5,346	62,575	21,583	17,336	13,211	10,310	135	—	—	Detroit, Mich.
17,028	—	—	57,177	17,200	15,570	13,302	11,105	—	—	—	Houston, Tex.
6,997	—	3,973	23,665	6,303	6,086	5,944	3,908	—	—	1,424	Indianapolis, Ind.
41,645	—	6,933	190,166	47,497	47,267	44,577	26,315	—	14,358	5,152	Los Angeles, Calif.
9,829	—	—	36,197	9,726	9,491	7,570	6,954	—	2,128	328	Memphis, Tenn.
7,419	—	4,573	34,042	7,649	8,785	8,311	6,821	21	—	2,455	Milwaukee, Wis.
6,669	—	2,014	28,980	8,004	6,882	6,166	5,262	—	—	2,666	New Orleans, La.
75,589	(6/)	18,990	371,546	106,181	107,737	89,149	56,879	NA	(6/)	20,600	New York, N.Y.
19,311	—	6,611	84,697	22,427	24,696	17,763	13,341	126	—	6,344	Philadelphia, Pa.
14,423	1,290	1,581	57,958	14,726	14,617	14,173	13,398	—	335	709	Phoenix, Ariz.
5,536	—	2,664	23,471	6,057	5,418	4,895	4,248	779	2,074	—	St. Louis, Mo.
4,996	—	1,398	19,657	5,910	4,931	4,098	3,589	—	—	1,129	San Antonio, Tex.
9,411	—	2,279	37,298	9,430	9,616	8,959	7,926	—	731	636	San Diego, Calif.
5,093	—	916	22,174	4,944	5,816	4,190	4,648	—	—	556	San Francisco, Calif.
9,586	1,990	6/1,533	34,294	8,884	8,624	7,239	5,460	3,225	1,660	(6/)	Washington, D.C.

TABLE 11

--High school completions in large cities, by type of program and sex: 1975-76 and 1976-77

Large cities	Total public high school completions, 1976-77 (sum of cols. 3, 4 and 8)	Persons granted a high school equivalency certificate, 1976-77	Graduates from other programs, 1976-77	Graduates of regular day school programs						Percent change in total graduates of regular day school programs from 1975 to 1976
				1975-76			1976-77			
				Total	Boys	Girls	Total	Boys	Girls	
1	2	3	4	5	6	7	8	9	10	11
TOTAL 50 STATES AND D.C.[1]	3,097,076	[2]222,929	[2]37,378	2,837,000	1,401,000	1,436,000	[2]2,836,719	[2]1,395,176	1,441,543	(3)
TOTAL 20 LARGE CITIES[4]	231,181	6,035	5,324	221,975	106,444	115,531	219,802	105,722	114,080	-1.0
PERCENT OF U.S. TOTAL[4]	7.5	2.7	14.2	7.8	7.6	8.0	7.7	7.6	7.9	—
Baltimore, Md.	7,652	NA	503	7,853	3,262	4,591	7,149	3,046	4,103	-9.0
Boston, Mass.	[5]3,796	—	—	NOT REPORTED			[5]3,796	NA	NA	—
Chicago, Ill.	21,241	NA	NA	21,882	10,483	11,399	21,241	9,537	11,704	-2.9
Cleveland, Ohio	7,126	—	306	7,124	3,391	3,733	6,820	3,136	3,684	-4.3
Dallas, Tex.	7,392	—	—	7,742	3,722	4,020	7,392	3,628	3,764	-4.5
Detroit, Mich.	10,626	—	[5]78	10,528	5,195	5,333	10,548	4,772	5,776	.2
Houston, Tex.	10,949	—	—	11,079	5,163	5,916	10,949	5,192	5,757	-1.2
Indianapolis, Ind.	5,232	509	633	5,773	1,811	1,962	6,090	NA	NA	8.4
Los Angeles, Calif.	[5]35,090	NA	[5]3,140	32,037	15,595	16,442	[5]31,950	[5]16,740	[5]15,210	-.3
Memphis, Tenn.	7,232	1,120	—	6,549	2,927	3,622	6,112	2,953	3,159	-6.7
Milwaukee, Wis.	6,752	118	—	6,291	3,037	3,254	6,634	3,094	3,540	5.5
New Orleans, La.	5,807	762	NA	4,816	2,140	2,676	5,065	2,315	2,750	4.8
New York, N.Y.	[5]50,700	NA	NA	[2]51,147	[2]24,944	[2]26,203	[5]50,700	[5]24,700	[2]26,000	-.9
Philadelphia, Pa.	[5]12,670	—	—	12,935	6,081	6,854	[5]12,670	[5]5,950	[5]6,720	-2.0
Phoenix, Ariz.	12,828	2,528	NA	9,819	4,810	5,009	10,300	5,157	5,143	4.9
St. Louis, Mo.	4,297	NA	—	4,170	1,861	2,309	4,297	1,956	2,341	3.0
San Antonio, Tex.	3,687	123	43	3,541	1,746	1,795	3,521	1,726	1,795	-.6
San Diego, Calif.	7,181	199	157	6,609	3,363	3,246	6,825	3,303	3,522	3.3
San Francisco, Calif.	4,544	116	—	4,655	2,301	2,354	4,428	2,218	2,210	-4.9
Washington, D.C.	6,379	580	484	5,106	2,214	2,892	5,335	2,229	3,106	4.5

[1] NCES imputations for columns 5, 6 and 7 comprise less than 3.0 percent
[2] Revised from previously published data.
[3] Less than 0.05 percent.
[4] NCES imputations for columns 5, 6, 7, 9 and 10 range from approximately 1.7 to 3.8 percent.
[5] Estimated by reporting jurisdiction.

NA Not available.
— Quantity zero, unknown, or not applicable.

TABLE 12

--Number of large city public schools, by type: 1976-77

Large Cities	Total elementary and secondary schools (sum of cols. 3, 7, 12 and 13)	Schools with elementary grades only				Schools with secondary grades only					Combined elementary-secondary schools (organized and administered as a single unit)	Special education schools for the handicapped
		Total	Middle schools	One-teacher schools	Other elementary schools	Total	Junior high schools	Senior high schools	Junior-senior high schools	Vocational/technical high schools		
1	2	3	4	5	6	7	8	9	10	11	12	13
TOTAL 50 STATES AND D.C.[1]	88,025	61,123	4,180	1,111	55,832	23,857	7,434	11,658	4,130	435	1,521	1,524
TOTAL 20 LARGE CITIES	5,288	3,926	278	—	3,648	1,091	415	498	54	124	91	180
PERCENT OF U.S. TOTAL	6.0	6.4	6.7	—	6.5	4.6	5.6	4.3	1.3	19.3	6.0	11.8
Baltimore, Md.	200	148	5	—	143	45	23	18	2	2	5	2
Boston, Mass.	139	119	27	—	92	19	1	14	2	2	--	1
Chicago, Ill.	613	503	17	—	486	81	--	60	—	21	--	29
Cleveland, Ohio	179	130	—	—	130	45	27	17	1	--	--	4
Dallas, Tex.	189	161	33	—	128	28	—	28	—	—	—	—
Detroit, Mich.	330	271	65	—	206	40	--	22	--	[2]18	—	19
Houston, Tex.	229	168	—	—	168	60	30	19	5	6	--	1
Indianapolis, Ind.	112	97	—	—	97	15	4	10	1	--	--	--
Los Angeles, Calif.	631	440	—	—	440	166	75	54	--	37	4	21
Memphis, Tenn.	174	103	—	—	103	68	29	21	13	5	1	2
Milwaukee, Wis.	156	119	—	—	119	34	19	10	4	1	—	3
New Orleans, La.	145	93	10	—	83	38	12	20	6	--	--	14
New York, N.Y.	977	718	55	—	663	202	91	89	1	21	--	57
Philadelphia, Pa.	277	132	10	—	142	60	21	25	14	--	65	--
Phoenix, Ariz.	202	156	7	—	149	41	13	27	--	1	--	5
St. Louis, Mo.	153	121	3	—	118	22	4	17	—	1	2	8
San Antonio, Tex.	90	81	17	--	64	8	--	8	--	--	1	--
San Diego, Calif.	167	126	--	--	126	38	19	17	--	2	1	2
San Francisco, Calif.	131	100	39	--	61	29	18	9	1	1	--	2
Washington, D.C.	194	120	--	--	120	52	29	13	4	6	12	10

[1] National totals do not include NCES imputations.
[2] Estimated by reporting jurisdiction.

— Quantity zero, unknown, or not applicable.

TABLE 13

Table 26.--Estimated receipts for public elementary and secondary education in large cities, by type of receipt and source: 1977-78

Large cities	Total receipts (cols. 3 and 12) (in thousands)	Revenue receipts by source (in thousands)					Percent of revenue receipt by source				Non-revenue receipts (in thousands)
		Total	Federal	State	Intermediate	Local	Federal	State	Intermediate	Local	
1	2	3	4	5	6	7	8	9	10	11	12
TOTAL 50 STATES AND D.C. 1/	$84,202,000	$80,925,000	$6,575,000	$35,692,000	$338,000	$38,320,000	8.1	44.1	0.4	47.4	$3,277,000
TOTAL 20 LARGE CITIES 2/	9,717,000	9,417,000	900,000	3,472,000	43,000	5,002,000	9.6	36.9	0.5	53.1	300,000
PERCENT OF U.S. TOTAL 2/	11.5	11.6	13.7	9.7	12.7	13.1	--	--	--	--	9.2
Baltimore, Md.	344,487	343,005	42,465	178,616	--	121,924	9.0	47.4	--	43.6	1,482
Boston, Mass.	275,277	275,277	19,951	124,295	--	131,031	7.2	45.2	--	47.6	--
Chicago, Ill.	1,172,842	1,072,842	130,334	523,560	--	418,948	12.1	48.8	--	39.1	100,000
Cleveland, Ohio	292,250	256,389	33,039	78,439	--	144,911	12.9	30.6	--	56.5	35,861
Dallas, Tex.	223,042	222,940	3,228	91,548	--	128,164	1.4	41.1	--	57.5	102
Detroit, Mich.	445,508	424,508	67,747	220,577	100	136,084	16.0	52.0	(3/)	32.1	21,000
Houston, Tex.	294,583	294,563	5,312	133,985	3	155,263	1.8	45.5	(3/)	52.7	20
Indianapolis, Ind.	117,215	117,215	701	53,522	--	62,992	.6	45.7	--	53.7	--
Los Angeles, Calif.	1,280,337	1,280,292	105,564	386,539	--	788,189	8.2	30.2	--	61.6	45
Memphis, Tenn.	150,837	150,837	11,150	57,846	35,826	46,015	7.4	38.4	23.8	30.5	--
Milwaukee, Wis.	N	O	R	E	P	O	R	T			
New Orleans, La.	141,162	141,162	23,365	74,558	--	43,239	16.6	52.8	--	30.6	--
New York, N.Y.	2,753,400	2,747,400	205,300	849,100	--	1,693,000	7.5	30.9	--	61.6	6,000
Philadelphia, Pa.	641,963	4/591,963	94,301	267,111	--	230,551	15.9	45.1	--	38.9	50,000
Phoenix, Ariz.	325,453	289,607	17,869	152,478	3,298	115,962	6.2	52.6	1.1	40.0	35,846
St. Louis, Mo.	142,012	142,012	31,556	49,840	3,182	57,434	22.2	35.1	2.2	40.4	--
San Antonio, Tex.	95,848	95,848	15,540	51,934	--	28,374	16.2	54.2	--	29.6	--
San Diego, Calif.	227,953	227,913	20,955	52,244	--	154,714	9.2	22.9	--	67.9	40
San Francisco, Calif.	183,574	183,574	14,585	38,653	--	130,336	7.9	21.1	--	71.0	--
Washington, D.C.	295,285	295,285	5/39,309	--	--	255,976	5/13.3	--	--	86.7	--

1/ NCES imputations for all columns except columns 6 and 10 range from approximately 1.0 to 2.8 percent of the national totals.
2/ NCES imputations for all columns except 6 and 10 comprise approximately 2.0 to 3.0 percent of totals.
3/ Less than 0.05 percent.
4/ Includes $67,350 to defray cost of prior year's deficit.
5/ Data do not include those Federal funds received as a part of the general revenues of the District of Columbia.

-- Quantity zero, unknown, or not applicable.

NOTE.--Because of rounding, detail may not add to totals.

TABLE 14

Table 27.--Estimated expenditures and related data for public elementary and secondary education in large cities: 1977-78

Large cities	Expenditures (in thousands)					Annual current expenditures per pupil in--		Average annual salary for--	
	Total expenditures	Current expenditures		Capital outlay	Interest on debt	Average daily membership	Average daily attendance	Classroom teachers	Other professional/ educational staff 3/
		Elementary and secondary day schools 1/	Other programs 2/						
1	2	3	4	5	6	7	8	9	10
TOTAL 50 STATES AND D.C. 4/	$81,097,000	$69,894,000	$2,660,000	$6,423,000	$2,180,000	$1,627	$1,739	$14,244	$13,956
TOTAL 20 LARGE CITIES 5/	9,626,000	8,341,000	384,000	637,000	264,000	1,975	2,195	17,329	19,142
PERCENT OF U.S. TOTAL 5/	11.9	11.9	14.4	9.9	12.1	--	--	--	--
Baltimore, Md.	310,355	281,907	2,732	16,158	9,558	1,865	2,223	15,328	17,262
Boston, Mass.	261,151	220,198	2,363	27,590	11,000	3,146	3,848	NA	NA
Chicago, Ill.	1,284,743	1,093,004	43,560	101,199	46,980	2,333	2,594	17,527	17,878
Cleveland, Ohio	292,247	254,932	9,512	18,803	9,000	2,276	2,555	14,873	19,031
Dallas, Tex.	258,539	212,899	1,871	28,501	15,238	1,572	1,756	14,442	17,600
Detroit, Mich.	459,072	420,750	7,440	21,671	9,211	NA	1,948	19,390	19,983
Houston, Tex.	378,075	258,373	14,894	97,116	7,692	1,270	1,412	13,500	15,800
Indianapolis, Ind.	117,216	110,484	5,014	1,636	82	1,461	1,584	14,060	17,764
Los Angeles, Calif.	1,334,725	1,116,287	111,844	93,954	12,638	1,914	1,943	18,530	6/21,300
Memphis, Tenn.	149,931	145,048	300	283	4,400	1,265	1,414	12,827	14,620
Milwaukee, Wis.	N	O	R	E	P	O	R	T		7/20,202	7/27,002
New Orleans, La.	139,256	131,684	510	3,442	3,620	1,442	1,647	8/13,102	NA
New York, N.Y.	2,521,600	2,306,600	97,300	33,500	84,200	2,267	2,707	20,130	23,300
Philadelphia, Pa.	574,613	533,304	17,194	--	24,115	2,091	2,377	18,771	21,447
Phoenix, Ariz.	280,933	220,947	NA	51,683	8,303	1,246	1,336	14,185	16,153
St. Louis, Mo.	143,798	136,879	2,639	3,759	501	NA	2,008	13,650	19,950
San Antonio, Tex.	97,633	75,785	13,377	4,330	4,141	1,190	1,274	13,320	22,957
San Diego, Calif.	269,653	205,060	18,427	38,475	7,691	1,730	1,743	17,857	6/23,000
San Francisco, Calif.	176,412	133,798	9,842	30,194	2,618	2,072	2,143	18,360	6/20,235
Washington, D.C.	292,884	258,533	15,880	18,471	--	2,173	2,368	18,000	19,728

1/ Includes value of commodities donated by the U.S. Department of Agriculture.
2/ Includes expenditures for summer schools, adult education, community services (such as public libraries operated by school districts, expenditures for nonpublic schools where authorized by law, community centers, recreational activities, and community colleges and technical institutions under the jurisdictions of local boards of education).
3/ Includes salaries of curriculum specialists, counselors, librarian/media and remedial specialists only. Salaries of classroom teachers, supervisors and principals are not included except as otherwise noted.
4/ Revised from previously published data. NCES imputations comprise approximately 2.0 percent for nonreporting jurisdictions.
5/ NCES imputations comprise approximately 3.0 percent for nonreporting jurisdictions.
6/ Data represents median salary.
7/ Includes fringe benefit payments.
8/ Includes salaries of assistant principals, librarians, and guidance counselors.

NA Not available.
-- Quantity zero, unknown, or not applicable.

NOTE.--Because of rounding, detail may not add to totals.

A/600-1.2

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ALBERT SHANKER
President

ECONOMIC RESEARCH REPORT

CONTRACT PROVISIONS ON CLASS SIZE

A Report of the
Economic Research Department
American Federation of Teachers, AFL-CIO

July 1979

Contract Provisions on Class Size

This Economic Research Report, prepared by Jewell C. Gould, Assistant Director of Economic Research, summarizes contract provisions on class size from a number of recent AFT contracts. The purpose of the report is to provide AFT locals with a sample of what exists in other contracts concerning this critical educational issue. The provisions summarized are not necessarily model provisions, but only examples of what has actually been achieved. Additional reports on class size will be forthcoming from the AFT Economic Research Department.

For further information, contact Jewell Gould at the AFT National Office, 202-797-4445.

James G. Ward, Director
Economic Research Department

Contract Provisions on Class Size

AFT locals have long seen the need to include contract language addressing the problem of crowded classes. They sought and won limits to class size and have maintained the language in most instances. Smaller class size continued to be a major goal sought by teachers in negotiations around the country this past school year. A recent study on class size by Gene Glass and Mary Lee Smith of the Far West Regional Laboratory supported teacher efforts at the bargaining table. The argument of teachers was clear, that reduced class size and pupil achievement are indeed positively associated. Echoing the belief of teachers in their report, Glass and Smith concluded

> In a country that prides itself on quality education for all, the answer might be straightforward: schools cannot afford the consequences of maintaining large classes all the time, and ways must be found to finance smaller classes, at least for some pupils or for all pupils for part of the school day. 1/

Financing for smaller classes may be easier to achieve now than in the future. With the current phase of enrollment decline, the opportunity presents itself to reduce class sizes. While teachers are on the offensive for smaller classes, school boards and administrators are looking over their shoulders at the tax limitation movement. Many of them remain unwilling to face their responsibility to education and the imagined wrath of a tax sensitive public. In response to a perceived antagonism toward public spending, administrators have turned to larger classes as one solution to balancing their budgets.

1/ Gene V. Glass and Mary Lee Smith, Meta-Analysis of Research on the Relationship of Class Size and Achievement, Far West Laboratory for Educational Research and Development, September 1978

President Albert Shanker addressed this problem in this column, Where We Stand, on May 6, 1979. Mayor Koch of New York City was looking to the loss of 45,000 students as partial justification for a $73 million dollar budget cut. President Shanker's response was, "Unfortunately, having fewer students does not mean that less money is spent--at least not in the short run." He pointed out that although the public believes that since they had to spend more money when they took in more students that conversely, when there are fewer students, they should be able to spend less. But, the cost of the physical plant will remain about the same as will personnel costs whether there are 32 students per class or 33 or 34. It is not financially advantageous to close a school and build a smaller one for 45 fewer students per school as was the case in New York and elsewhere.

On the other hand, if district administrators would point to the positive aspects of accelerating toward a long held goal of smaller classes, then far less expenditure would be required and the public would respond favorably. If one purpose of education is to provide a population with certain basic skills and knowledge in common, then that purpose is better served as teachers more closely observe and interact with students in the learning process. Smaller classes provide the vehicle necessary for the achievement of this goal.

AFT locals have been successful in bargaining class size language. A recent request for class size language disclosed that specific and useful language is achievable and can be enforced. The Detroit Federation of Teachers reports a recent successful arbitration award on a class size provision that allows the union to bypass the normal grievance procedure when violations occur for faster resolution of the problem.

This is a vast improvement over language previously obtained by teachers which often allowed for delays in the process and little enforcement possibilities. Some of the weaker early bargaining provisions accepted district promises that "that district intends to maintain the previous level" depending on the organization of the district, numbe of students enrolled, financial condition of the district, etc. AFT locals have made improvements over such language in bargaining because district's promises were often unfulfilled.

Some of the more recent contracts and their provisions follow in summary form.

From the contracts reviewed several items appear to have an impact on the effective implementation of the language. Absolute maximums are found in some contracts specifically limiting class size or teacher load. Some, however, seem less specific and without as much real hope of enforcement. The most precise and specific language shows an agreement in principle by both the Union and the District rather than a halting concession to the union's demand. There must be an educational process and persuasion involved to reach the ideal situation in which there is agreement and implementation within the scope of the contract.

Subsequent reports will deal with providing rationale for smaller class size, cost and implementation considerations, alternative approaches and methods for maximizing the effect of smaller classes. A look at the actual experience of teachers who have achieved the contract language and are teaching in those districts will be presented as data becomes available early in the next school year.

AFT Class Size Contract Provisions

Local	Duration of Contract	Pupil Teacher Ratio Maximum	Features
Phildelphia Federation of Teachers Phildelphia, PA	1976-1978	Goal Elementary -30 Secondary -25 Actual limit 33 all regular classes	Control of pupil teacher ratio is accomplished with class size maximums as a goal. To reach goal $8.4 million expended per year -- of which $.3 million can be used to rent classroom space. Review is by joint Federation Board Committee. Additional provisions for Shop -24, Adjustment Program 15, Kg -30, EIP classrooms -32, Special Education Range -8 (Emotionally disturbed) to 12 (Hearing handicapped) to 24 (Special English) Exceptions grievable but allowed for lack of space, experimental or specialized instruction and team teaching (2x maximum per team).
United Federation of Teachers Local 2 New York City, NY	1972-1975 1975-1977 78 addenda	Pre-Kg -15 Kg -25 Elementary -32 Jr. High -non Special Service -33 Special Service -30 Sr. High -34 Trade Shop -28 P.E. and Music -50	Exceptions to absolute maximum for classroom space, short time schedule, reorganization of half-classes, specialized or experimental classes.

AFT Class Size Contract Provisions

Local	Duration of Contract	Pupil Teacher Ratio Maximum	Features
Chicago Teachers Union Local 1	September 1977 to August 1979	Elementary staffing Kg-29 Primary-29 Intermediate and upper grade level-32 Education and Vocational guidance-20 Secondary staffing and organization English (Reg., honors and advanced)-28 English (basic)-25 Math (honors, regular and advanced)-28 Math (remedial)-25 Foreign language, Social Studies, Business Ed., General Science, Home Economics-28	Elementary staffing and organization have a range difference plus or minus one to allow for facilities and local options. After staffing is determined, schools are organized according to available staff. Deviation from scheduled organization requires mutual agreement of Principal, Professional Problems Committee and teacher involved. Additional teachers are available through staffing ratio to reduce class size and teach courses. Additional 200 teachers available in 1977-78 where lowest per pupil staffing costs exist and to where pupil achievement is lowest. In November 1978 and January 1979 200 additional teachers are provided. A study is now being conducted on class size. Special Education classes are organized according to Board guidelines. Shop, Home Economics, Laboratories and Drafting are limited by the available work stations.
Lake Ridge Federation of Teachers Local 662 Gary, Indiana	1977-80	K-3 -30 4-6 -35 7-12-35	Goal is "teachable size. . . equitable distribution." Organization is for academic classes with special grouping for efficient teaching. Grievable when 3 students over limit after first 20 days of the year. The provision is seeking balance within the buildings. Contract specifies "obvious excessive deviations" or "deliberate intent to create an imbalance" as grievable actions.

AFT Class Size Contract Provisions

Local	Duration of Contract	Pupil Teacher Ratio Maximum	Features
Jefferson Union High School District Local 1481 Daly City, CA	September 78 to June 30, 1979	High School District enrollment based 34-Fall semester 33-Spring semester	Firm maximum can be exceeded only if teacher, administrator, and department head agree. Adjustments must be made within 18 days of the beginning of each semester. Labs are excepted and in such cases Homemaking Industrial Arts, Science, Ceramics, and Jewelry may have 31. Physical Education is limited to 37. Business typing is limited to 40. Counselors ratio is 1:400; Work Experience Coordinators are 1:125. Thornton High is set at a ratio of 1:18 and remidial classes at 1:20. Class size is based on enrollment.
Norwalk Federation of Teachers Local 1723 Norwalk, CT	1978-1981	Elementary-24 Secondary -21.3	Currently eliminating classes in excess of 26:1 in Kg-2; 27:1 in 3-5; 30:1 in 6-12 Includes statement that class size is related to quality of instruction. Count includes all grade level classroom teachers and redeployed teaching stations. Kg enrollment is divided by two before calculations. Support Personnel excluded from ratio calculations in elementary. In secondary the count includes Phy. Education, Art, Music with teachers but excludes other support personnel. Initial reduction is in October, secondary again checked in February. Secondary is limited to two disciplines or three subjects.

AFT Class Size Contract Provisions

Local	Duration of Contract	Pupil Teacher Ratio Maximum	Features
Peabody Federation of Teachers Local 1289	September 1977 to August 31, 1979	K-6 average is 23 with maximum for any class at 28 7-9 -no more than 10% may exceed 28 with maximum of 35 High School-35 with minimum of 10	Average is based on the number of regular students divided by the number of regular teachers. Split classes are voluntary and must be with consecutive grades only. English classes have a maximum of 28 not to exceed 125 pupils per English teacher. Classes for non-English speaking students are limited to 20 students. Special education classes for EMR are limited to 18, TMR to 12, Commercial courses, Home Economics, language and Science labs and Industrial Arts are limited to the number of stations. Exceptions to the above are allowed only for classes normally considered to be large group activity.
Detroit Federation of Teachers Local 231 Detroit, Michigan	July 1977 to July 1979	K-4 -34 5-12-35 organizing level	Must be organized sufficiently below the maximum to allow for shifts in population without exceeding limits. Split classes grouped on reading homogenity and equitably shared by all teachers. Classes in excess of organizing level must be reorganized after 4th Friday in the Fall, 2nd Friday in the Spring, with provision for additional teachers, assistance or other relief. Class Size Review Board of at least 3 teachers, 3 administrators, can "effectively recommend" action. Recent arbitration award allows union to bypass provisions of the contract and proceed directly to court from 24 to 48 hours after violation is not corrected.

AFT Class Size Contract Provisions

Local	Duration of Contract	Pupil Teacher Ratio Maximum	Features
Roseville Federation of Teachers Local 1071 East Detroit, Michigan	Current to 8/31/80	Kg -31 1+2-29 3-6-31 combined classes-26 Secondary 155 for 5 periods	Provision for experimental classes must have involvement of teacher and principal. Music is 155/5 periods; Physical Education 180/5 periods. Music - Concert Band and Chior over 125 get accompanist for 15 hours per major presentation. Secondary maximum is 33, average of 31 except Physical Education and Music at 36. Overload for Elementary is compensated for at the rate of 1/30 of 1/180 of the teachers salary per child over limits; Secondary on individual or daily basis paid at the rate of (1-5-$150) (6-10-$300) (11-14-$450)
Michigan Federation of Teachers, AFT, AFL-CIO	1974-75		A study by the Michigan Federation of Teachers on contract provisions for class size was conducted in 1974-75. Eleven MFT locals in addition to Detroit and Roseville had won class size language. Additional information on current contracts will be included as available. The comprehensive and useful study done by MFT covers provisions in 59 contracts in Michigan. Information requests regarding the study should be addressed to Henry Linne, President, or Malcolm Wright, Assistant to the President at the Michigan Federation of Teachers office, 14625 Greenfield, Detroit, MI 48227.

AFT Class Size Contract Provisions

Local	Duration of Contract	Pupil Teacher Ratio Maximum	Features
St. Louis Teachers Union Local 420 St. Louis, Missouri	July 1, 1978 to June 30, 1980	Kg -25 Primary-26 4-8-30 9-12-29	Based on state accreditation guidelines with changes contemplated being the subject of consultation (no bargaining law exists in Missouri) with teachers and local parent groups. Staffing based on enrollment directed by "regular classroom teacher" adding one teacher for each 30 students over the 1:30 ratio. If class maximum exceeded a full-time aide is provided for those over 30 pupils, a half-time aide for 30-35 pupils. Teachers Advisory Committee is involved with any exceptions, only allowance for change must be bargained with the Union if conditions "beyond the Board's control" exist requiring a change in the ratio.
Southhampton Teachers Association Southhampton, NY	1978-1980	30	Exceptions are made for Physical Education (45), Typing (50), Study hall (50), and Band and Chorus.
Commack Teachers Association Commack, NY	1978-1980	K-1 -26 2-3 -28 4-6 -29 Secondary 125	This article has its basis in the "efficiency" of teaching in a qualifying statement. It shows improvement of class size in the 4-6 grade level and maintenance of the size since 1974. The article is governed by language stating the limits "will prevail." Secondary classes have a 29 per class limit so the daily limit of 125 is protected by the pre class maximum holds for academic classes. Slightly larger loads are allowed for Music, P.E., Art, and Health, except 29 remains as the maximum class size. Physical size limits are in effect.

AFT Class Size Contract Provisions

Local	Duration of Contract	Pupil Teacher Ratio Maximum	Features
Pittsburgh Federation of Teachers Pittsburgh, PA	1978-1980	Elementary Primary -25 Intermediate -28 Middle School Academic -28 Related -34 P.E. -40 High School Academic -30 Related -34 P.E. -43	This contract allows for a reasonable approach to reorganization of plus or minus six over the average but not all such classes can be in one school. Average is limited to 5 over per school per class and 2 over per district per category. There is provision to balance within the school population. Special education is treated differently, but students are mainstreamed. The Union receives information to review the organization and staffing by November.
Nashua Teachers Union Local 1044 Nashua, New Hampshire	1977-1980	1977-78 1 -30 2 -31 3-6-35 Secondary -35 1978-79 1 -29 2 -30 3-6-34 Secondary -34 1979-80 1 -29 2 -29 3-6-32 Secondary -33	Class size is recognized as affecting the "quality" of education. It binds the district to a reasonable effort to meet state standards. The assignment of students will be equitably adjusted following the October 1 enrollment cut-off to classes below the maximum. Those in excess of the maximum are assigned an aide for 1/2 day after October 1. The Secondary load will be 165, 150, and 155 for each succeeding year beginning with 1977-78.

AFT Class Size Contract Provisions

Local	Duration of Contract	Pupil Teacher Ratio Maximum	Features
Great Neck Teachers Association Local 2686 Great Neck, NY	1978-1981	Kg-3 -24 4-6 -25 Jr. High -27 Sr. High -28	Maximum class size will be 3 above average for K-6; 2 above average for Jr. and Sr. High. Exceptions to these are made in the case of P.E., Typing, Band, Orchestra, and Chorus. Also in Sr. High for biology, chemistry, physics, and earth science when only three classes per week are met. In such cases 31 is the maximum. Exceptional pupils are treated the same as in previous contracts. A preamble to the article states that smaller classes let the teacher know the student better, promote better use of instructional materials, allow experimentation, innovation, and invention.
Mt. Siani Teachers Association Local 2854 Mt. Siani, NY	1977-1979	32	Absolute maximum until February. Cut-off after which reorganization is not required.
Newark Teachers Union Local 481 Newark, New Jersey	1976-1978 1978-1980	Kg -25 Elementary -30 Jr. High and Sr. High basic subjects -30 Non-English speaking -25 P.E. -50	Absolute limit on class size except for available space, part-time classes, experimental classes, team teaching, arrived after March 1, or teachers not available. Lab classes are limited to available work stations. Daily load in Jr. and Sr. High is 145 students per day.

AFT Class Size Contract Provisions

Local	Duration of Contract	Pupil Teacher Ratio Maximum	Features
San Francisco Federation of Teachers Local 61 San Francisco, CA	1977-1979	Elementary Kg -28 1-2 -24 3 -25 4-6 -30 combination of 4, 5 or 6 -26 Secondary English -25 Foreign Language Math Science Social Studies -30 Art -28 Business Ed. -30 Homemaking Industrial Arts Music -28 P.E. -37 Trade and Industry -25 Drivers Ed. -30	Agreement based on mutual advantage to aid effective teaching. Exceptions allowed only after every reasonable effort to resolve at Superintendent's level. Alternative schools limited to 15 per class. Children Centers and Pre-Kg 2-4 yr. old -15:1 teacher plus adult to make 7:1 adults 4-6 yr. old -20:1 teacher plus adult asst. to make 7:1 ratio 6-12 yr. old -25:1 teacher plus adult asst. to make 10:1 ratio Special Education will meet the state standards.
Hammond Federation of Teachers Local 394 Hammond, Indiana	1975-1977	Elementary K-2 -25 3-6 -27 Middle and Secondary General -28 Lab -26 Special Ed., Handicapped or MR -15 Emotionally Disturbed -10	Teacher assignment equity is included. Load per class period for Elementary is 28; Secondary is 30. When load is in excess of ten percent (10%) teacher, Federation, principal, and Board representatives meet to make adjustments. Exceptions normally made for P.E. and music. Counselor ratio is 1:350 and may not exceed 1:450.

A 1.3

ECONOMIC RESEARCH REPORT

POPULATION AND SCHOOLS:

IMPLICATIONS FOR TEACHERS

A REPORT OF THE
ECONOMIC RESEARCH
DEPARTMENT OF THE
AMERICAN FEDERATION
OF TEACHERS, AFL-CIO
AUGUST 1979

INTRODUCTION

Schools are about people. The purpose of schools is to educate people and to prepare them for a productive and meaningful place in society. People work in schools and it is people who support schools. Changes in the numbers of people, ages of people, geographic distribution of people, and other characteristics of people can have a profound impact on schools.

This AFT Economic Research Report is about population characteristics and changes and their effects on schools. Knowledge of these factors is critical to individual, group, and institutional planning. Enrollment trends, teacher supply and demand projections, population profiles, and similar data can be useful to state and local union leaders in contract bargaining and other programs.

This report, prepared by Jewell C. Gould, Assistant Director of Economic Research, attempts to provide that information in a useful manner. It is our intention to continue to provide timely updates as additional information becomes available.

JAMES G. WARD
Director of Economic Research

Population and Schools: Implications for Teachers

On Mothers Day, 1979, Albert Shanker, President of the American Federation of Teachers, was talking to teachers at the AFT Quest Conference about the condition of education. Appropriately enough, he addressed the problem of the low birth rate and the resulting decline in enrollment currently facing teachers. Simply stated, the size of our constituency, persons who care about the quality of education, is, has, and will be for some time eroding. Unless we begin to change our attitudes that erosion will destroy our public schools.

President Shanker suggested that as educators we need to begin a renaissance of thought. We need to call upon our research, our knowledge and our ideas to develop the plans that will lead us through this century.

We need to reestablish a confidence in our ability to direct the education of America's children. We need to teach, to demonstrate that we know more about education than the average well-educated American. In so doing we can develop the support necessary to overcome the forces competing for a larger and larger share of the tax dollar.

Failure to act has its consequences. For teachers that consequence may well be unemployment or poor working conditions.

The teacher who would like to continue working during the 1980's should consider these population and enrollment trends.

- The baby boom helped create a lot of new positions and teachers hired from 1951 to 1973 benefited greatly from this increased birth rate and higher school enrollment.

- The plentiful jobs in the 1950's and 1960's produced a market that soon became glutted with many new graduates who have had to settle for other than their first choice if they could find a job at all.

- Compounding the job market problems was an unexpected drop in the birth rate from 1971 to present of almost a million live births per year eventually creating an enrollment loss in elementary grades that is now moving through the secondary levels.

- Our natural constituency, parents of school age children is disappearing at an alarming rate at the same time competing constituencies of older citizens, inflation pressed workers, and tax mangled property owners are growing to become a larger proportion of the population. Education pollster Ned Hubbell reports that the number of adults in America with children in public schools has dropped from 44 percent to 28 percent in the last decade. Only two of three adults now have children in schools. By 1990 one of five adults will be 55 or older, more than the number of children in school.

- The elected officials, those who vote on policies during this time of pressure on education, will likely be elected by persons over 45 years of age who have not moved in 6 years because younger, childbearing age families vote considerably less often and are the greatest candidates for moving.

Being in a position to affect future trends or to take advantage of trends over which we exercise little control requires us to know what has been transpiring and what to expect. As a beginning point we need to know about population, migration, enrollment, and political activity. We can develop from that point a basis for action on what we expect the future trends to become.

AMERICA GROWS

Population

In the early 19th century the population of the United States was just over 5 million. It grew at a steady pace until the turn of the century when America counted nearly 76 million persons. The numbers grew more slowly through the 1930's to 123 million before jumping to 150 million in the late 1940's and up to 203 million by 1970. The estimate as of 1976 was 215 million persons living in America or serving with the armed forces overseas. Population projection included in Table 1., and Figure 1, show the number of Americans by the year 2000 to be 260 million.

Table 1

Population 1800 - 1978 (Excluding Armed Forces Overseas)
(000's)

	1800	1850	1900	1930	1950	1960	1970	1978
U.S. Total	5,308	23,192	75,995	122,775	150,697	179,323	203,235	218.05[illegible]

Population: Including Estimates and Projections of Total Population: 1930 to 2000 (Includes Armed Forces Abroad)
(000's)

		Projections (Series II)	
1930	123,188	1980	222,159
1940	132,594	1985	232,880
1950	152,271	1990	243,513
1960	180,071	1995	252,750
1970	204,878	2000	260,378
1976	215,118		

Source: U.S. Bureau of the Census. Current Population Reports Series P-25, No. 704, 706, 632 and unpublished data.

Growth Rate

The growth rate from the 1800's to the year 2000 show a steady increase of about 3.0 percent per year until the beginning of the 20th century. By the 1930's the rate of growth had fallen to 0.7 percent due to a pronounced decline in fertility. Then, through the 1950's, the baby boom accounted for a 1.7 percent rate of growth before returning by 1976 to the 1943 level of growth at 0.8 percent. It is projected to climb slightly in the next decade before falling to 0.6 percent by the turn of the century. (Table 2).

With a slowing in net immigration we should move towards a zero growth as the 21st century proceeds.

Table 2

Estimates and Projections of Average Annual Percent Change in Total Population 1930 to 2000

1930-35	0.7
1940-45	1.2
1950-55	1.7
1960-65	1.5
1970-75	0.8
1975-80	0.8
1980-85	0.9
1985-90	8.9
1990-95	0.7
1995-2000	0.6

Source: U.S. Bureau of the Census, Current Population Reports, Series P-25, No. 704, Table E and No. 794.

Birth Rate

Live births accounted for the largest part of the growth of all components considered. For example, the number of births jumped a dramatic 37 percent, from 2.9 million to 3.9 million from 1945

to 1946 (Table III). It continued at over 3.6 million each year thereafter to a high of 4.35 million in 1971. By 1976 the number of births had dropped back to 3.1 million per year. Net immigration was having a slight impact but at no time accounted for more than 15 million persons and the immigration rate per 1000 of the population remained near 2. Births per 1000 of the population hit a high of 27.5 in 1946-47 and stayed above 23 per thousand through early 1961.

TABLE 3.

ANNUAL ESTIMATES OF THE POPULATION BY GROWTH COMPONENT (000's)

JULY 1 to JUNE 30 YEAR	Live Births		Net Migration	
	Number	RATE PER 1000	Number	RATE PER 1000
1940-41	2,631	19.7	72	0.5
1945-46	2,873	20.3	88	0.6
1946-47	3,948	27.5	217	1.5
1950-51	3,771	24.5	306	2.0
1960-61	4,350	23.9	385	2.1
1970-71	3,713	18.0	395	1.9
1975-76	3,126	14.6	364	1.7

Source: Current Population Reports, Series p.25, No.704, table 1.

Mortality Rate

With the low birth rates in the 1920's and 1930's, the large increase in live births during 1946-61, and the current decline in the mortality rate we will move into the 21st century with a population that has an increasing mean age. Because fewer people were born in the 1920's and 1930's the number of persons aged 65 and older will grow slightly, from 10.7 percent of the total population in 1976 to 12.2 percent by the year 2000 (Current Population Reports, Series II Projection). The largest growth by the year 2000 will be in the age group 35 to 44 which will be up 18 million persons (79 percent) between 1976 and 2000. Then, the baby boom population is getting older and moves into the over 65 category. There will be 23 million more persons aged between the years 2005 and 2030 to a peak of 55 million persons. As of 1976 the over 65 population was estimated at 23 million so the increase projected will be equal to current population of the same age cohort.

It is believed that these projections which include a declining mortality rate will be closer than previous estimates. During the years 1973 to 1975 the death rate in middle and older adult ages (35 and over) which account for 90 percent of the deaths declined more rapidly than previously. The cause was due largely to a reduction in mortality from major cardiovascular diseases. Life expectancy, for men born in 1976 was 69.1 years and for women 77.0 years. Persons born in 2050 are expected to live longer yet with men reaching 71.8 years and women 81.0 years.

AMERICA MOVES

Population Distribution

Migration of the population will have some impact on education just as aging has and will continue to play its part in determining what our national and local policies will be.

Migration's impact on education is not only a function that alters demand but also in the shaping of policy through the elective process.

The population of the United States is moving, from the North, and to the South and West. Non-metropolitan areas grew at a more rapid rate between 1970 and 1977 (1.2 percent versus 0.7 percent per year) but more persons (8.3 million) were added to metropolitan areas then the non-metropolitan areas (4.5 million). Large cities continued to lose in the 1970's while suburban areas grew.

Chicago alone among the five largest standard metropolitan statistical areas saw a population growth (0.6 percent) while New York led among those losing population (5.9 percent loss). Gainers were Houston (25.7 percent) Anahiem-Santa Ana-Garden Grove SMSA (26.7 percent) Tampa-St. Petersburg (26.8). Phoenix (29.1 percent) San Diego (23.9 percent) and Orlando (30.8 percent).

Mobility of the population was most prevalent among young persons, usually those starting jobs and households. Close to 60 percent of the persons in their twenties moved in a three year period from March 1975 to March 1978. A similar level of mobility was found among young children with 53 percent of the children 3 and 4 years old moving and 41 percent of the 5 to 9 year old population moving.

Since 1970 spectacular rates of population growth have occurred some states such as Alaska (33.1 percent), Nevada (35.0 percent) Arizona (32.6 percent), Wyoming (27.4 percent) and Florida (26.5 percent). Major losses occurred

in New York, Pennsylvania, Rhode Island, and the District of Columbia. Forty percent of the U.S. population growth has occurred in the three sunbelt states of California (up 2.3 million), Texas and Florida (each with 1.8 million increases). Florida and Arizona tended to attract more persons of retirement age while Alaska and Wyoming were recipients of the increase in energy resource exploration.*

The reasons people are moving were detailed in a recent study by the Bureau of the Census. Larry Long and Kristin Hansen report in Reasons for Interstate Migration,**a study of 5,843,000 households and 16,332,000 persons showed the following results:

> For 23.8 percent of interstate migration of household heads and 27.6 percent of total interstate migrants . . . Among household heads, the taking of new jobs or looking for work. . . is about as important as job transfers, accounting for 23.6 percent of interstate moves. Together these two strictly job-related reasons account for slightly more than 47 percent of the interstate migration of households and 51 percent of interstate migration of total persons.

Long and Hansen were inclined to emphasize however, that job-related reasons account for less than a majority of households moving. Emphasis on economic variables directs attention from the movement of a sizable proportion of the population. Other reasons given for moves were "to be closer to relatives" (7.5 percent) "entering or leaving armed forces" (4.8 percent), "to attend school" (5.4 percent), and "wanted change of climate" (5.1 percent). Retirement was cited in only

*Population Characteristics, Current Population Reports, Series P-20, No. 336, April 1979.

**Current Population Reports, Reasons for Interstate Migration, Series P-23, No. 81

3.4 percent of the households moving.

Climate appeared as the sixth most important reason for moving, and yet did not appear in the earlier survey in 1966. Because interstate migration is most common among the young the 3.2 percent of household heads 20 to 34 years old moving because of climate represented 107,000 persons. Even though 12.1 percent of the migrants over 55 moved for climate reasons the total number was only 89,000 interstate migrants.

Overall, the young migrants seem to be moving in search of employment whereas middle aged persons often are seeking better employment. Retired persons seemingly move between states and take supplemental employment, less concerned about wage rates and considerably freer to consider non-economic factors than younger persons.

Of the 5,943,000 households moving this profile emerges. The mean household size is 2.8 persons and the head of the household was 31 years old. One-third had four years of college and had children under six. Two-thirds were married couples, three-fourths had employment the week before leaving and a third had more than one earner per household. Nearly one household out of five was headed by a woman.

Persons were more likely to move to the South for climate reasons. Climate was responsible for 11 percent of the persons leaving the Northeast and 10 percent of the persons leaving the North Central region. An additional 4 percent moved from these regions for retirement reasons.

The implications for school enrollment are clear. Young families with children are likely to move from areas that in the previous decade had expanded and made room for them. Climate and employment considerations are impacting the traditional centers of growth. Those most likely to have interest in schools are relocating in rapidly growing areas of the West and South while leaving the Northeast and Central states.

AMERICA VOTES

Two of the factors that tend to shape the level of educational services are population and politics.

The number of persons and their age cohorts will also be reflected in the kinds of government services and priorities they will demand. Some crossover of interest will be expected but persons reacting to inflationary pressures in the economy, for example, will likely seek relief from those forces and the political support to their demands. In cases where fiscal relief is sought interest groups will likely be competing for a portion of the tax dollar. While education has held on to a large portion of the total government expenditure for some time, expenditures for education grew from 11.3 billion in 1951 to 131 billion by 1976. Future demands by other interest groups may soon diminish that growth.

For example, a recent report from the House Select Committee on Aging pointed out that Medicare coverage in 1966 accounted for about 50 percent of the health care bill, as opposed to only 38 percent at the present. In 1966 the population 55 and older was 18.3

percent of the population. The birth through school age population (0-17 years) was 35.9 percent. By the year 2000 the older citizens will be 21.1 percent vs. 26.6 percent for school age and the emphasis from education to services for senior citizens could shift measurably.

The influence of the young parents likely concerned with schools for their children, will continue to diminish unless voting patterns change. Voting patterns show that younger voters tend to register and vote less than persons 45 to 64 years. In 1976 there were 81.2 million persons between the ages of 18-44, while 65.3 million were 45 and older. Of the 18-44 age group 53 percent or 43.3 million voted.

From 1968 through 1976 the number of Americans of voting age increased, from 116.5 million to 146.5 million. From Table 4 we also see that the percentage of those persons who have registered decreased, from a high of 74.3 percent in 1968 to 66.7 percent in 1976. While the total number of persons voting increased, the percentage of those eligible fell from 67.8 percent to 59.2 percent. In 1976 11.1 million Americans who were registered simply failed to vote. An additional 44.4 million or 31.2 percent of those eligible neither registered or voted.

A profile of the voters in the last presidential election would show that 60 percent of them would be age 35 or older. The largest sub-group, 49.1 percent, would be 45-64 and 68.7 percent of that group voted in 1976. Two of three lived in Northern and Western metropolitan areas and about 60 percent voted. About a third had completed high school and nearly a third had gone for post-high school work.

Table 4

Year	Persons Voting Age (millions)	Registered Total (mill)	Registered Percent	Voted Total	Voted Percent	Not Voting Total	Not Voting Registered	Not Registered Number	Not Registered Percent
1968	116.5	86.5	74.3	79.0	67.8	37.6	7.6	30.0	25.7
1972	136.2	98.5	72.3	85.8	63.0	30.4	12.7	37.7	27.7
1976	146.5	97.8	66.7	86.7	59.2	39.9	11.1	48.8	33.3
Less than 1 Year's Residence	23.9	12.9	53.7	10.6	44.4	13.3	2.2	11.1	46.3
1-2	20.1	12.9	64.2	11.4	56.6	8.7	1.5	7.2	35.8
3-5	23.8	17.1	71.7	15.3	64.2	8.5	1.8	6.7	28.3
6 or more	67.7	54.4	80.5	49.0	72.4	18.7	5.4	13.2	19.5
Not reported	6.6	0.5	6.8	0.4	5.8	6.2	0.1	6.2	93.2

Source: U.S. Bureau of the Census, Current Population Reports Series P-20, No. 192, 253, and 322. From Statistical Abstract of the United States.

The picture emerges of a group of established persons in their middle age who live in cities in the frost belt region, whose children are probably through school or away at college and who with their children, are candidates for migration to more favorable living climates and job locations, and migration affects political activity.

Impact of Migration on Elective Process

About half of the persons who live in an area less than six years tend to vote, while 72.4 percent of the persons voting in national elections have lived in their area for more than six years.

In the 1976 election 54.3 percent of the resident voting age population of 150,041 thousand voted for a presidential candidate. Of the voting age population were 74.4 million persons who had lived in their residence less than six years. Their voting record shows that 43.4 million were registered and only 37.7 million or 50.6 percent voted. In contrast

the persons of voting age residing six years or longer had 67.7 million persons eligible, almost as many as the combined numbers of persons living in an area 5 years or less. Of that group 80.5 percent or 54.4 million were registered and 49.0 million or 72.4 percent voted.

While a little more than half of persons of voting age participate, a disproportionate number of families who have recently moved are among the non-voters.

Because the persons migrating are education's natural constituency, and because they vote less than established residents, it is clear that vigorous efforts at registering these migrants will be necessary to put migrants on a suffrage equality with their new neighbors. Levy elections, school board elections, even congressional seats and the President will be determined by established families if the trends hold. If Americans continue to migrate from state to state and city to city, then AFT members must gear up to involve these new families in political action.

AMERICA GOES TO SCHOOL

Enrollment

The effect of the changing population on school enrollment, education expenditure, and demand for services has been with us in recent years. For AFT members to react and plan successfully for the future, it is important to know where we have been and how to take advantage of the changes in the future.

The "baby boom" beginning in 1946 added millions of new students to our schools in the 1950's and 1960's. Public school enrollment rose for 27 consecutive years through 1971 reaching an all time high of 46.1 million. (Table 5)

Table 5

Enrollment in Regular Elementary and Secondary Day Schools
Fall 1954 to Fall 1986
(000's)

Fall of Year	Total	Public Elementary	Secondary
1954	29,549	21,322	8,227
1956	31,719	22,217	9,502
1960	36,281	24,350	11,931
1964	41,416	26,221	15,195
1968	44,944	27,363	17,581
1970	45,909	27,501	18,408
1972	45,744	27,323	18,421
1974	45,053	26,382	18,671
1976	44,335	25,430	18,905
		Intermediate Projections	
1978	42,840	24,575	18,265
1980	41,094	24,002	17,092
1982	39,807	23,671	16,138
1984	39,546	23,802	15,744
1986	40,244	24,932	15,312

Source: Condition of Education, 1978, National Center for Educational Statistics.

Current projections for 1980 at 41,094,000 are wide of the mark projected by the Bureau of the Census in the 1960's. Even the most pessimistic of forecasters in 1960 thought we would have 52,452,000 students in 1980. Forecasters at the Bureau of the Census, using available data missed by 27.6 percent at the low estimate and the high estimate of 71,000,000 was 78 percent off.

> "It was not known precisely how fertility, inflation, and other trends would impact enrollment growth. A more conservate approach in recommending education careers could have lessened the problem faced in the mid 1970's of too many graduates for available positions much earlier. Persons determined to become educators could have been counseled to pursue areas in which the need and demand was greater and the employment outlook brighter."

The good news for educators is that the population is projected to increase soon and by the middle 1980's we should see enrollment begin to climb. Between 1980 and 1984 the number of children under 5 years of age should increase by 2,400,000.

The bad news is that migration of students and families will not allow for uniform growth either in states or within states. As previously pointed out,the central cities continue to lose, and the metropolitan areas have been gaining, but not as fast as non-metropolitan areas. States have also been experiencing uneven distribution of school age populations. In Table 6 some of the key states are indicated with the migrating activity of the school age population shown.

Table 6

Estimated Net Migration of the 5-17-year-old Population
April 1, 1970 to July 1, 1975

State	Net Change	Percent Change
Arizona	83,500	17.2
California	93,900	1.9
District of Columbia	-14,900	-9.1
Florida	273,700	17.0
Idaho	21,100	10.6
Nevada	19,600	15.5
New York	-71,700	-1.6
Ohio	-59,800	-2.1
Texas	110,100	3.7

With the migratory activity of school age students teachers may well consider relocating across state lines for the increased job opportunities available in the growing states. For a complete list of states and their net migration see Appendix, No. 1.

Student Retention and Expanded Services

Another factor at work affecting enrollment in schools is the increasing retention rate of students. In 1976 over 3,150,000 students graduated with the largest classes ever. This represented about three-fourths of the eligible young people in America, half of which would go on to college.

During the same time 93.6 percent of all persons ages 14-17 were enrolled in school compared to 51.4 percent in 1930 and 68.9 percent at the close of World War II. Graduation rates have increased, from about one in three in 1930 and one of two in the early 1950's. Projections for persons who are 18 years old and who have graduated show a slow, but steady increase in the percentage retained through graduation. The total number of graduates is projected to decrease from 3,160,000 to 2,692,000 during the time period 1977-85, but included are 38,000 students who will complete school due to the improved retention rate. This should be a factor in decreasing the impact of the enrollment decline during this period. A predicted upsurge in the birth rate in the 1980's will not be felt at the secondary level until the 1990's or early 21st century when the children born to children of the baby boom will pass through secondary schools.

One group that has benefited from the increased access to education is America's minorities. While we still have large percentages of Hispanic males and females who did not graduate (one-third of 18-and 19-year-olds and 41 percent of the 20 to 24 year olds) there has been improvement for Black Americans in similar age groupings. In 1967, 30.7 percent of the Black males aged 18 and 19 and 42.6 percent

of the 20 to 24 year olds did not graduate. Black females did somewhat better, but still 22.0 percent of the 18- and 19-year-olds and 36.1 percent of the 20-24 year olds did not graduate. Ten years later 23.8 percent of 18 and 19 year old black males were not graduates and 24.3 percent of the 20 to 24 year olds did not finish. White young adults have not appreciably changed their drop-out rate during the same period and it remains in the 14 to 17 percent range. We have to do better but progress is being made, and the results of such increased retention can assist in meeting the goal of equal educational opportunity.

The area of retention offers one possibility of improving the delivery of education services and should be a target of AFT members. More than half a million persons can yet be retained. Youth and minority groups with the highest drop-out rate are the most heavily impacted by unemployment. Improvement in our efforts can do much to provide access to education for all of these students and improved employment opportunities.

Expansion of services will also move us toward reaching more of the needs of students. Following the Brown vs. Board of Education decision in 1954 significant changes were made. Schools enrolled more students, both White and minority and provided additional services that sought to equalize educational opportunity. We laid the foundation necessary to educate more of the children.

It is not simply that there are more students being taught but higher percentages of all groups of students have benefited from education that was not available to their parents. At the same time schools have been charged with graduating illiterates we have severely cut the illiteracy rate in our country. In 1900 11.3 percent of all Americans could not read,

write, or do simple computations. By the 1950's we still had 3.3 percent illiteracy, but in the last decade we have reduced that number to 1.2 percent, a fifty percent gain at a time when our schools were hard pressed to find books, classrooms, and teachers for the huge influx of "baby boom" students.

Support for Schools

Perhaps there is a loss of confidence in some quarters about education's ability to meet the needs of the country but it is unwarranted. American business evidently leads the chorus in this area as a recent study shows. The American Society for Training and Development business found that American businesses were sinking 40 billion dollars annually into their own education programs. Some teach basics, some technological changes, but most lament the lack of skilled persons in the labor pool. When you consider the annual expenditure for education by public schools is 67 billion dollars, one wonders why business doesn't alter its practice and support schools in the public sector thereby creating a wider opportunity for all.

Authur Wise, of the Rand Corporation disagrees with those who say schools are not working. In company of other scholars examining achievement test results, his conclusion is that the news about achievement is chiefly good. His findings concluded that:

> The loss of confidence is not the result of a decline in quality; it is the result of a re-emerging conservatism which wants to see the world as worse than it use to be.

A study of 10th graders in Indiana in 1944 and in 1977 showed the modern group superior, even though more students from wider backgrounds were being taught.

Parents of students also disagree that schools have been failing in their purpose. Public opinion surveys show time and again that citizens with children in public schools have a much higher opinion of schools. Also, a recent survey by CBS shows that parents are working to assist teachers in the education of children. In 84 percent of the cases reported, parents either occasionally or all of the time enforced study hours. Ninety-three percent met with counselors or teachers, 49 percent volunteered to work in schools, 63 percent participated in PTA activities, and 68 percent took their children to libraries. Sixty-four percent of the parents responding in "The Tenth Annual Gallup Poll of the Public's Attitude Toward the Public Schools," reported they were able to devote enough time in the evenings to assist with homework.

AMERICA NEEDS TEACHERS

Smaller is Better

Parents continue to be natural allies of teachers and can potentially offer the largest constituency for change in education. With smaller families (down from 2.44 persons per family in 1965 to 2.04 in 1970) the opportunity exists for more individualized attention at home. This parallels a trend that has existed in the classroom for some time and offers not only hope for improved educational achievement but improved employment opportunities for teachers as well. In some cases the actual classroom size is increasing as districts respond to economic pressures of inflation, but the opportunity to scale down class size to match pupil teacher ratios exists in many districts.

Pupil Teacher Ratios

Pupil-teacher ratios, the total number of students enrolled divided by the number of classroom teachers employed by districts have been falling since 1958. From a high of 28.7:1 in elementary and 21.7 in secondary public schools we have achieved ratios of 20.9:1 in elementary and 18.1:1 in secondary. Projections by the National Center for Education Statistics based on 1976 data anticipates an elementary ratio of 19.1:1 and secondary of 17.5:1 by 1986.

For every two teachers employed in 1958 we can expect to employ three for the same number of students by 1986. When elementary teaching demand picks up, in the mid 1980's, many of the teachers who were added during the baby boom will be nearing retirement age. This also should improve the employability of teachers. In 1976 43.9 percent of the teachers had 10 or more years of service. Of the total teaching force 14.1 percent had 20 or more years and could be expected to retire before 1990.

Not everyone is pleased with this prospect of better employment conditions, especially the tax and spending limitation people. They think schools should cut staff proportionate to enrollment. Teachers have a lot at stake in opposing this kind of thinking. In the table below, the 1978 enrollment for the largest cities and changes in the enrollment from 1971 to 1977 are detailed. In addition, a pupil-teacher ratio has been calculated based on current staffing patterns. If those staffing patterns had held constant from 1971 and teaching jobs had been eliminated proportionately in every case then, for example, a retrenchment of 3,883 positions could have occurred in Chicago and 567 positions could have been added in Ft. Lauderdale. Considering the estimated 1978 average teacher's salary at $15,285, the total loss in salaries for teachers would have been $797 million

against a gain of only $34 million. In many cases this would not occur at the same rate as enrollment loss/gain due to contractual guarantees or class size provisions. In cases where the loss was less than 10 percent it would probably not be uniform from school to school within the system or even from elementary to secondary grades. The average loss in many cases would not be economically or educationally served by reducing one teacher in every case. For example, with a PTR of 30:1, an enrollment loss of 6% would mean a loss of 1.8 students per class. A district would not save much by readjusting to meet such a slight loss, from 30 to 28.2 students per class. The cost for the building, textbooks, principal's salary etc., would not logically be reduced a full 6 percent for such a minor loss.

It is certainly the simplistic argument of the spending limitation movement that a 7 percent loss of pupils should mean a 7 percent reduction in spending, but in practice it cannot achieve the savings indicated without seriously damaging the educational program. Nevertheless, if the loss of students could be sucessfully matched to the teaching force by these narrow interest groups, the loss of income for teachers would be staggering. It points up precisely what is at stake in the area of political action and the incentive for teachers to be involved.

Teacher Supply

Despite enrollment forecasts of more elementary students in the mid-1980's and a trend for smaller classes a severe problem

Table 7

Percent of Enrollment Changes Fall 1971 to Fall 1978, Pupil/Teacher Ratios, and Potential Staffing Losses to 1978-79, in the 50 Largest School Systems

Rank	School System	Enrollment	Percent Change		1978-79 Number of Teachers	PTR	1971-1978 Potential Teacher loss/gai
		Fall 1978 1/	from Fall 1977	from Fall 1971			
1	New York, NY	1,037,578	-1.7	-9.5	54,136	19.2:1	5,683
2	Los Angeles, CA	555,768	-4.8	-14.3	21,330	26.1:1	3,559
3	Chicago, IL	493,200	-3.6	-13.8	24,257	20.3:1	3,883
4	Philadelphia, PA	244,809	+2.7	-13.9	11,025	22.2:1	1,780
5	Dade County, FL (Miami)	233,000	-0.9	-5.0	10,946	21.3:1	576
6	Detroit, MI	212,112	-3.1	-24.9	9,177	23.1:1	3,043
7	Houston, TX	201,960	-2.4	-12.9	9,513	21.2:1	1,408
8	Hawaii (entire state)	164,323	*	-9.9	8,132	20.2:1	894
9	Baltimore City, MD	141,127	-3.2	-26.0	6,151	22.9:1	2,161
10	Broward County, FL (Ft. Lauderdale)	134,000	-2.6	+9.4	6,599	20.3:1	(+567)
11	Prince George's County, MD (Upper Marlboro)	133,613	-4.0	-17.8	6,710	19.9:1	1,453
12	Dallas, TX	131,005	-2.4	-22.6	6,475	20.2:1	1,891
13	Fairfax County, VA (Fairfax)	126,463	-4.3	-7.0	6,321	20.0:1	476
14	San Diego, CA	115,478	-2.1	-10.0	4,181	27.6:1	465
15	Memphis, TN	113,823	-3.3	-26.5	5,248	21.7:1	1,892
16	Washington, D.C.	112,299	-6.5	-21.4	5,964	18.8:1	1,624
17	Hillsborough County, FL (Tampa)	111,552	-3.2	+7.7	5,381	20.7:1	(+385)
18	Jefferson County, KY (Louisville)	109,291	-3.4	2/	5,706	19.2:1	NA
19	Baltimore County, MD (Towson)	108,268	-4.8	-19.2	5,556	19.5:1	1,320
20	Montgomery County, MD (Rockville)	107,427	-1.9	-14.9	5,956	18.0:1	1,043
21	Duval County, FL (Jacksonville)	105,420	-4.2	-9.4	5,300	19.9:1	550
22	Cleveland, OH	102,641	-9.5	-29.5	*5,032	20.4:1	2,106
23	Milwaukee, WI	96,592	-5.3	-27.0	5,155	18.7:1	1,907
24	Pinellas County, FL (Clearwater)	89,942	-0.9	+3.5	3,890	23.1:1	(+132)

Table 7 (cont.)

Rank	School System	Enrollment			Number of Teachers	PTR	1971-1978 Potential Teacher loss/gain
		Fall 1978 1/	Percent Change from Fall 1977	Percent Change from Fall 1971			
25	Clark County, NV (Las Vegas)	86,200	+1.4	+15.3	3,645	23.6:1	(+484)
26	Orleans Parish, LA (New Orleans)	86,056	-5.9	-20.2	4,211	20.4:1	1,066
27	DeKalb County, GA (Decatur)	84,790	-0.2	-3.4	**3,423	24.8:1	120
28	Columbus, OH	82,652	-8.4	-23.9	4,095	20.2:1	1,286
29	Orange County, FL (Orlando)	82,650	-1.9	-4.9	4,128	20.0:1	213
30	Jefferson County, CO (Lakewood)	80,951	-1.0	+12.4	3,780	21.4:1	(+417)
31	Albuquerque, NM	80,476	-3.7	-6.5	3,839	21.0:1	267
32	Charlotte-Mecklenburg County, NC (Charlotte)	77,641	-2.4	-4.2	4,026	19.3:1	177
33	Atlanta, GA	75,500	-5.6	-24.6	3,799	19.9:1	1,239
34	Anne Arundel County, MD (Annapolis)	74,341	-2.1	-2.0	3,369	22.1:1	69
35	St. Louis, MO	74,085	-4.7	-31.7	**3,750	19.8:1	1,740
36	Metropolitan School System, Nashville, TN	73,824	-3.0	-16.2	3,897	18.9:1	753
37	Indianapolis, IN	71,162	-9.0	-30.6	3,533	20.1:1	1,558
38	Jefferson Parish, LA (Gretna)	70,174	+6.6	+7.0	3,349	21.0:1	(+219)
39	Palm Beach County, FL (West Palm Beach)	70,155	*	+6.3	3,518	19.9:1	(+208)
40	Boston, MA	69,241	-7.7	-28.8	4,393	15.8:1	1,777
41	East Baton Rouge Parish, LA (Baton Rouge)	68,501	*	+3.7	3,551	19.3:1	(+127)
42	Fort Worth, TX	68,209	-1.3	-15.4	3,405	20.0:1	620
43	Denver, CO	65,727	-2.7	-30.7	3,946	16.7:1	1,748
44	Mobile County, AL (Mobile)	65,000	-1.8	-2.7	3,246	20.0:1	90
45	Newark, NJ	64,915	-3.8	-15.8	NA	NA	NA
46	New Castle County, DE (Wilmington)	63,558	3/	3/	3,800	16.7:1	NA
47	San Antonio, TX	63,209	-1.7	-13.7	2,326	27.2:1	369

Table 7 (cont.)

Rank	School System	Enrollment Fall 1978 1/	Percent Change from Fall 1977	Percent Change from Fall 1971	Number of Teachers	PTR	1971-1978 Potential Teacher loss/gain
48	San Francisco, CA	61,734	-4.8	-25.5	3,274	18.9:1	1,121
49	El Paso, TX	61,052	-1.7	-2.0	2,876	21.2:1	59
50	Granite, UT (Salt Lake City)	59,536	-1.4	-5.2	2,505	23.8:1	137
							Loss 52,123
							Gain 2,539
							Net Potential Loss 49,584

Estimated Average Salary Teacher 1978 -- $15,285

Potential Loss -	52,123	@ $15,285 --	$796,700,055
Potential Gain -	2,539	@ $15,285 --	33,808,615
Net Loss	49,584		$757,891,440

1/ Data reported to ERS in response to the National Survey of Salaries and Wages in Public Schools, 1978-79.

* Fall 1977 figures
** St. Louis Teachers Union Bargaining information, Spring 1979

NA Not available

Source: Educational Research Service, Education USA/May, DHEW The Condition of Education, 1979 Edition
AFT Department of Economic Research computations.

still exists in employment of teachers. The expansion of teaching positions in the 1960's to accomodate the increased enrollment became a problem in the 1970's. As the inflation/recession demands pulled at the resources available for education, teacher turnover decreased limiting the availability of new positions. Teacher education institutions failed to heed the danger signals and not until the obvious was apparent in 1972 did any significant effort to cut back occur. By that time groups such as the National Center for Education Statistics were releasing studies projecting 3,200,000 graduates between 1972 and 1979 or 2 million graduates in excess of the need.

Curtailment of teacher training programs from 1972 to 1975 resulted in the reduction of the number of graduates by 100,000 per year and cut the proportion of teacher preparation programs from one-third of all undergraduate programs to twenty percent.

According to NCES in 1976 the supply of beginning teachers had been cut to the point of 100,000 over demand contributing to a 35 percent drop in the last five years. As of 1977 there were still 75,000 graduates qualified to teach who would not find work and one-fourth of the group would not even seek positions as teachers.

Teacher Demand

Allowing for enrollment changes, lower pupil-teacher ratios, and replacement of teachers leaving the profession, the demand for additional teachers has been 778,000 from 1971 to 1975. This will decrease to 574,000 through 1980, and then should increase to 702,000 from 1981 to 1985. In the 10 years from 1976 through 1985 there should be positions for

1.3 million new teachers based on a 6 percent annual turnover rate. If the current level of turnover (8 percent) is met there would be a demand for 1.7 million new teachers. The lowest conceivable turnover rate, 4.8 percent accounts for a ten year demand for only 1 million teachers, but this is an unlikely event as this turnover floor allows only for death, retirement, child rearing and administrative promotions to create employment opportunities.

The outlook for employment for teachers, while improving, still leaves much to be desired. The spirit of Proposition 13 and a general attitude of fiscal restraint has caused considerable budget tightening to occur in districts. We need to be on the offensive and seek expanded responsibilities and control over our profession and over education programs. In subject areas such as special education, vocational education, mid-life career changes, business and industrial education we have much to offer. The attack on teachers and education has only slowed, not stopped, and we must be prepared to defend our profession against the tax cut artist, vouchers, and the proponents of the back to the basics movement.

The factors of population migration and enrollment will be affected by many variables over which teachers have little control. The projections used in this report are the most current and best available but still subject to error or change. For example, in Table 2, the rate of growth from 1970-1980 was projected at 0.8 percent annually according to 1977 Bureau of Census projections. In its more recent publication, Current Population Reports, Series P-25, No. 799, the population has increased 7.3 percent during an eight year period 1970-1978 for an annual rate of 0.9 percent, or an 18.75 percent faster increase than projected

previously. Likewise information on births and deaths will change slightly from projections as more recent information becomes available. Use of the emerging data should improve our planning capability. In the May 1979 report from DHEW entitled Vital Statistics new figures showed the birth rate was up 4 percent from the previous May, the number of births up 5 percent and an annual increase in births of 2 percent was reported. Infant mortality was down 10.6 percent as was the mortality rate for each age group beginning with 25-34 years. The overall death rate was lower by 2.3 percent than for a similar period a year earlier. In order to position ourselves to deal with the trends, we must become aware of them as they occur through our own forecasting systems and be ready to act as necessary.

If, for example, energy becomes more of a factor in migration or choice of home location, mode or extent of travel, etc., then districts and teachers need to be aware of the implications for enrollment, teacher and pupil transportation, building utilization and community response in changing economic and taxation conditions.

If political activity among recent migrants can be increased, then teachers may be able to take advantage of a constituency that should support our common interests. Demands for different and changing skills to assist the rising number of unemployed or underemployed in finding adequate jobs can be met best by teachers. Coalitions with workers in the health care industry, for example, make sense in these times. School boards have been pushing the idea popular in private industry, that the kind of product produced is the sole prerogative of the employer, but

in education a coalition of teachers, students, parents and other service groups as an interested community must contribute to the decision as to what combination of services will best meet the education needs of the coming decades. Bargaining collectively, as equals, remains the most productive vehicle for education workers. School and district committees bargained in contracts can provide the necessary direct participation.

Our contributions must be based on research and facts, our participation from a point of equality and knowledge. Our attitudes alone cannot change the enrollment of students, but combined with our actions we can affect the number of students who remain in public schools and the level of support available to educate them.

Appendix 1

Estimated Net Migration of the 5-17-year-old Population:*
April 1, 1970 to July 1, 1975

State or Area	Net Change Due to Migration** 1970-1975	Percent Change
Alabama	13,200	1.4
Alaska	7,500	8.5
Arizona	83,500	17.2
Arkansas	37,200	7.5
California	93,900	1.9
Colorado	55,000	9.4
Connecticut	-800	-0.1
Delaware	-200	-0.1
District of Columbia	-14,900	-9.1
Florida	273,700	17.0
Georgia	29,400	2.4
Hawaii	6,300	3.1
Idaho	21,100	10.6
Illinois	-66,400	-2.3
Indiana	-16,000	-1.2
Iowa	7,100	1.0
Kansas	-7,800	-1.4
Kentucky	24,300	2.9
Louisiana	-500	-0.1
Maine	12,100	4.7
Maryland	10,900	1.1
Massachusetts	15,400	1.1
Michigan	-7,100	-0.3
Minnesota	1,400	0.1
Mississippi	11,300	1.8
Missouri	-2,400	-0.2
Montana	11,300	5.8
Nebraska	7,800	2.0
Nevada	19,600	15.5
New Hampshire	13,400	7.1
New Jersey	18,100	1.0
New Mexico	17,900	5.8
New York	-71,700	-1.6
North Carolina	41,600	3.1
North Dakota	1,700	1.0
Ohio	-59,800	-2.1
Oklahoma	24,000	3.8
Oregon	39,100	7.3
Pennsylvania	-12,600	-0.4

Appendix 1 (cont.)

Estimated Net Migration of the 5-17-year-old Population:*
April 1, 1970 to July 1, 1975

State or Area	Net Change Due to Migration ** 1970-1975	Percent Change
Rhode Island	-3,200	-1.4
South Carolina	29,400	4.1
South Dakota	1,500	0.8
Tennessee	36,600	3.6
Texas	110,100	3.7
Utah	12,600	4.0
Vermont	2,400	2.0
Viginia	39,900	3.3
Washington	19,900	2.3
West Virginia	9,500	2.2
Wisconsin	25,200	2.1
Wyoming	6,900	7.5

* Excludes movement of Armed Forces members.
**Numbers rounded to nearest hundred.

Source: U.S. Department of Commerce, Bureau of the Census, unpublished data.

POPULATION AND SCHOOLS:

IMPLICATIONS FOR TEACHERS

ERRATA SHEET

Page	Table	Correction (should read)
3	1	1978 population is 218,059
4	2	1985-90 is 0.9 percent

A1600-1.4 read 10122

ECONOMIC RESEARCH REPORT

CONTRACT SETTLEMENT SURVEY

A REPORT OF THE
ECONOMIC RESEARCH DEPARTMENT OF THE
AMERICAN FEDERATION OF TEACHERS, AFL-CIO

SEPTEMBER, 1979

Contract Settlement Survey

1978-79

As teachers went to the bargaining table this year they found themselves in the odd position of trying to hold on to past gains as districts renewed efforts to strip economic benefits and professional responsibilities from existing contracts. Management specifically tried to regain concessions made in earlier contracts which allowed teachers and the union to influence the shaping of educational policy and challenge administrators on the way schools are run. Management also embraced the Carter wage guidelines like a long lost friend and sought to continue to hold back reasonable wage increases. It was as heavy an assault on teachers contracts as any since the Nixon wage-freeze autumn.

The White House version of "Get the Worker," a 7 percent wage freeze was administered by the Council on Wage Price Stability (CWPS). The lack of sensitivity as to how teachers are paid was evident early when CWPS attempted to insert itself into negotiations between economically pressed teachers and school boards. CWPS asserted that increments, a condition of employment in which teachers receive recognition for experience gained, would be included in the total package. Other benefits to employees which have increased the overall

cost of education were counted including portions of additional cost for maintaining benefits already in existence. COWPS support for including increment as part of the increase produced district wage proposals in a true 4 to 5 percent range. Where teachers were not organized, or where they were poorly represented real wages fell more than 6 percent behind the cost of living for most teachers.

In some states wage increases were exceptionally difficult to obtain in spite of organized and well executed negotiations. Previous economic conditions, enrollment loss and spending limitations were villians in California and Ohio. In San Francisco the Board asked for a 25 percent staff reduction. In Ohio school funds remained elusive in the economically strapped cities and major industrial areas. Creative bargaining and persuasive arguments by New York's UFT last Fall, helped other Locals hold on to increments in the Spring round of talks. In New York at the height of a fiscal crisis, teachers made temporary sacrifices that returned as much as seven-fold in a contract completed last Fall. In a two year agreement teachers will receive a combination of increases that would move a step 5A teacher from $16,700 to $22,241 during the agreement. Additional cash provides a total increase of $6,291 or over 37 percent. Longevity increases were raised for year 10 and 15 so career teachers continue to receive help as well as hefty increases for teachers in the lower end of the 8 step schedule.

In the vast majority of the states, however, the availability of funds was less of a problem than in previous years. State coffers were filled with inflation-driven sales and income taxes proceeds. Local districts were attempting to maintain flexibility by paying for increased utility and administrative costs out of the pockets of teachers.

A sample of 80 districts representing 152,800 teachers showed an average base contract increase of 6.45 percent.

For some teachers incremented step increases and fringe benefit packages brought the total amount higher, but more than half of the nation's teachers will spend another year watching their real earnings sink beneath double digit inflation.

The range of average increases was wide, from a low of 4 percent to a 7 percent top. A sunny 13.68 percent increase greeted teachers in Little Rock, Arkansas where the state legislature exceeded the COWPS guidelines in a mandated state-wide raise and the citizens of Little Rock voted a millage increase earmarking a major portion for teacher raises.

Many California teachers waited most of the year for settlements contingent upon legal challenges to fallout from Proposition 13 and finally saw raises in the 6 percent range retroactive to the previous July.

By contrast, established union contracts had some smooth sailing when overwhelming circumstances did not interfere with normal

negotiations. Gary, Indiana teachers union President Sandy Irons, characterized negotiations as the "smoothest in ten years." In spite of a money loss after some fiscal items were signed off the district stuck to its tentative agreement. As a result kindergarten class size was limited, efforts to reduce elementary class size are in process, fringe benefits increased and teachers left with a 14 percent settlement for the dual year agreement.

NEA settlements showed no signs of significant breakthrough in gains or techniques of bargaining. Emphasis on protection of the association holds a high priority with language tightening exclusively appearing as anticipated in the fall of AFT membership gains throughout the country. In Wichita, NEA went to court and managed to restore everyone to 1978-79 contract levels for the first week of school. While winning the point of bad faith negotiations on the part of the Board of Education they rushed to settlement in a matter of hours on virtually the same terms as previously offered by the board. The major item won in the second round was a $200 raise for 7 librarians. In another large association the association president was signaled out for restoration of benefits lost since 1967 and teachers were prohibited from dropping association membership except during the month of June and then, only on forms available from the association office.

As Labor Day passed some major AFT settlements were still unresolved. From San Francisco to Washington, D.C., union negotiators continued

to press for better offers and continuation of teacher participation in educational decision-making. Strikes developed in Oklahoma City and Jefferson Parrish and impasse persisted as Labor Day approached in Chicago, New Orleans, Perth Amboy, Cleveland, Detroit with the Illinois Board of Governors, College system and several districts in Rhode Island.

The summary of settlements provided in this report contain representative settlements obtained through August of 1979. Updated reports will be sent as available from AFT including details of items other than salary and fringe benefits. Currently most available reports do not address the additional professional areas which are a major AFT priority. With the assistance of locals and state federations data will be assembled on these subjects and published in future reports.

If your local has gained or retained contract language in the following areas please forward the contract to the AFT Department of Economic Research for inclusion in future reports. Areas of particular interest are educational policy committees, parent involvement provisions, discipline policies or committees, programs not run by district officials, youth programs, CETA programs, student supervision by other than teachers, inservice programs, teacher centers, class size, curriculum development, or other areas which your local feels contributes to the improvement of the position of teachers in decisions on educational policy.

Contract Settlements Survey

1978-79

State	Jurisdiction or District	Local Affiliation	No. in Unit	Contract Duration	Salary Settlement	Fringe Benefits and Major Provisions
California	Salinas Union High School District	Salinas Union AFT Local 1020	395	2 yr retro 1978-79	5.5 percent ($1,100 yr)	Average salary is $19,949. Reopener on 78-80 salary -- cost is $180,000 to district. Fringe benefits in addition to raise.
Connecticut	Hartford	Hartford Fed. of Teachers AFT Local 1018	1,700	4 years	29.24 percent (6, 7, 7, 6.5 percent in years 1-4 respectively)	Base is $10,736, BA goes to $16,432 with 12 years experience. Maximum is $19,750 at MA +30 hours level. Cost for first year was $500,000.
Florida	Dade County (Miami)	United Teachers of Dade AFT Local 1974	15,876	3 years	23 percent	Negotiated due process clause; competency test results not to be used to evaluate teacher performance.
Florida	Florida Univer. System - 9 state universities	United Faculty of Florida AFT Local 1880	5,400	2 years	12 percent 6 percent each year	Increments of 3.5% each year additionally.
Indiana	East Chicago	East Chicago Fed.of Teachers AFT Local 511	470	2 years	17.5 percent $400 lump sum yr 1 = 8.75% yr 2 = 8%	Salary Range Current year = $10,388-19,560 year 1 = $11,298-21,272 year 2 = $12,201-22,973

Contract Settlements Survey

1978-79

State	Jurisdiction or District	Local Affiliation	No. in Unit	Contract Duration	Salary Settlement	Fringe Benefits and Major Provisions
Indiana	Gary	Gary Teachers Union AFT Local 4	1,900	Jan. 1979 - Dec. 1980	14 percent yr 1 = 7% yr 2 = 7%	Range is now $11,585 to $19,850. Fringes include dental insurance Kindergarten limited to 30 and elementary class size reduction agreed to below 32. 1-3 = 33; 4-6 =34.
Massachusetts	Chelsea	AFT Local 1340	295	3 years	$450 plus $450 Jan. '79 7 percent Sept. '80 for Steps 1-11 9 percent on Step 12	Sick leave bank up to 100 days.
Michigan	Highland Park	Highland Park Fed. of Teachers AFT Local 684	454	3 years	19.2 percent yr 1 = 5.6% yr 2 = 8.0% yr 3 = 5.6%	Dental insurance increased to 75 percent board paid life insurance added in second year of agreement. Early retirement bonus of $9,000 paid over 3 years; improved fund for loss of personal property, 4 year limit on derogatory material. Base salary moves from $11,021 to $12,793 in third year.

Contract Settlements Survey

1978-79

State	Jurisdiction or District	Local Affiliation	No. in Unit	Contract Duration	Salary Settlement	Fringe Benefits and Major Provisions
Missouri	Cottey College	.Cottey College Faculty Fed. AFT Local 3558	30	2 years	12 percent	Maintained fringes; sick leave accumulates to 130 days at 15 days annually but no charge for days on which no scheduled classes; experimental governance structure adopted with union veto controlling.
Missouri	Kansas City	Kansas City Fed. of Teachers AFT Local 691	2,400	1 year	7 percent	Salary range is $10,272 to $19,912 with increments averaging 3 percent for about 1/2 of teachers.
Missouri	St. Louis	St. Louis Teachers Union AFT Local 420	4,100	2 years	17.9 percent	$2,625 for current year and 1979-80 split $1,250 for 1978-79 year and $1,375 for 1979-80 year. Current average salary was $14,700. Class size limits -- Kg:25; grades 1-3:26; grades 4-8:30; grades 9-12:29. Added position in Art, P.E., and Music in elementary grades. Additional preparation time 56 day strike was largest in state history, days made up.

Contract Settlements Survey

1978-79

State	Jurisdiction or District	Local Affiliation	No. in Unit	Contract Duration	Salary Settlement	Fringe Benefits and Major Provisions
New Jersey	State Colleges	Council of New Jersey State College Locals AFT Local 1839	3,200	2 years	14 percent yr 1 = 7% yr 2 = 7%	Maintained academic freedom which was under attack as well as right to select own texts. Current salary range is $11,933 for instructor to top of $28,935 for professor.
New York	Shenendehowa	Shenendehowa Teachers Assoc. AFT Local 3003	500	4 years	27.6 percent yr 1 = 5.2% yr 2 = 6.5% yr 3 = 7.2% yr 4 = 6.4%	Average salary moves to $15,600 in first year with current base of $10,995. Teachers with MA get additional $300 per year and $20 per credit hour past MA. Sick leave bank; accumulation of sick leave up to 180 days.
New York	Harborsfield	United Teachers of Harborsfield AFT Local 2711	270	3 years retro. to July 1978	15 percent	Average salary of $20,000 will rise to $23,000 by 1981. Raise in addition to increments and merit pay taken out of contract.
New York	Hewlett - Woodmere	Hewlett - Woodmere Faculty AFT Local 2725	230	3 years	15 percent + 5 percent per year	$10,000 early retirement bonus, medical and dental insurance, paid mileage, closed shop clause.

Contract Settlements Survey

1978-79

State	Jurisdiction or District	Local Affiliation	No. in Unit	Contract Duration	Salary Settlement	Fringe Benefits and Major Provisions
New York	New York	United Fed. of Teachers AFT Local 2	59,000	2 years retroactive to July 1978 through Sept. 1980	4 percent per year plus $750 nonpensionable cash bonus increments and longevity pay increases	BA $10,141 to top of $25,491 at MA-30, 15th year. Longevity pay increases to $1,250 for 10th year, $2,000 for 15th year. $750 nonpensionable bonus in each year. Two increment, each year in addition to COLA or up to 7 increments in contract period. COLA will be $336 and $441. Teacher on step 5A will go from $16,700 to $22,241 plus two $750 cash payments, raise is $6,291, up 37.7 percent. School secretary to $16,991 in contract..

Contract Settlements Survey

1978-79

State	Jurisdiction or District	Local Affiliation	No. in Unit	Contract Duration	Salary Settlement	Fringe Benefits and Major Provisions
New York	State University System — 28 campuses	United University Professors AFT Local 2190	16,500	3 years	21 percent	Average salary up to $21,000. Second year based on inflation with 7% available if COLA reaches maximum of 9%, 1% bonus in addition. Full-time instructor will go to $24,502 in third year. Improvements in health insurance to provide full maternity benefits. Grievance procedure improved, job security and $600,000 retrenchment retraining benefit, sick leave established for part-time professors.
Ohio	Beachwood	Beachwood Fed. of Teachers AFT Local 1468		3 years September 1979 beginning reopener on wages annually	7 percent	BA = $11,600 to $18,560 (step 12) MA = $13,220 to $22,474 (step 14). Pays $36/hour for hours past BA; MA up to maximum of 105 for BA and 60 over MA 45 day severance pay for unused sick leave is 150% of state requirement of 30 days. Binding arbitration of grievances. Full health and dental insurance for family with paid perscriptions.

Contract Settlements Survey

1979-79

State	Jurisdiction or District	Local Affiliation	No. in Unit	Contract Duration	Salary Settlement	Fringe Benefits and Major Provisions
Ohio	Ontario Local Schools	Ontario Fed. of Teachers AFT Local 1703	119	2 years January 29	yr 1 = 8.3% yr 2 = 7%	Year 1 BA = $10,443 - 14 steps to $16,809. MA = $11,381 15 steps to $19,309 plus 2 longevity steps. Year 2 BA = $11,174 - 14 steps to $17,986. MA = $12,178 15 steps to $20,661 plus 2 longevity steps. Binding arbitration of grievances, 36 days severance pay for unused sick leave.
Ohio	Oregon	Oregon Fed. of Teachers AFT Local 1080	260	2 years	12 percent 7% current 5% Jan. 1, 1980	Current base of $9,100 goes to $10,220 during contract. MA maximum to $18,850 plus 3 longevity steps. Binding arbitration, 30 days severance pay for unused sick leave.
Ohio	Toledo	Toledo Fed. of Teachers Aides Chapter AFT Local 250	300	June 1979 to December 1980	Hourly rate to $3.95 base	Wage reopener in December 1979. Full hospitalization, perscription drugs and coverage extended to cover 12 month period. In past, only full-time aides received insurance and only during the school year.

Contract Settlements Survey

1978-79

State	Jurisdiction or District	Local Affiliation	No. in Unit	Contract Duration	Salary Settlement	Fringe Benefits and Major Provisions
Ohio	Toledo	Toledo Fed. of Teachers AFT Local 250	2,434	May 1978 to December 1979 Reopener	13½ percent	Binding arbitration of grievances, annual one-day pay bonus for sick leave accumulation over 200 days; super seniority for AFT building representative. Range is $9,750 (BA base) to MA maximum of $18,200 at step 12.
Rhode Island	North Providence	North Providence Fed. of Teachers AFT Local 920 contact: George Cesana	200	2 years	7.5 percent	10 step BA moves from $9,750 base to $10,285, increments and top from $17,750 to $19,081 for 7.5% increase. Medical and dental fringes improved. Preparation time for elementary teachers, early retirement plan added. Evaluation policy improved.
Rhode Island	Woonsocket	Woonsocket Teachers Guild contact: George Laconture	500	1 year	6.8 percent	Base is $9,800 up to $10,250. Top is $17,650 up to $18,850. Improvements in contract language, evaluation policy.

Contract Settlements Survey

1978-79

State	Jurisdiction or District	Local Affiliation	No. in Unit	Contract Duration	Salary Settlement	Fringe Benefits and Major Provisions
Rhode Island	Providence	Providence Teachers Union AFT Local 958 contact: Marsha Reback	1,200	3 years	22.7 percent on base	Settled at 1:30 a.m. before strike deadline. Base at $9,800 moves to $10,500 year 1; $11,235 year 2; $12,021 year 3, with $21,982 as new top. Fringe benefits improve in each of the three years with medical emergency insurance added Student rider and mental health coverage in addition to dental insurance basic medical insurance improvement. Sick leave accumulates from 120 days at present up to 150 days Mileage allowance increases.

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ECONOMIC RESEARCH REPORT

SURVEY OF PARAPROFESSIONAL SALARIES 1978-79

A REPORT OF THE
ECONOMIC RESEARCH DEPARTMENT OF THE
AMERICAN FEDERATION OF TEACHERS, AFL-CIO

SEPTEMBER, 1979

Survey of Paraprofessional Salaries
1978-79

Department of Economic Research

Salaries paid to paraprofessionals during the 1978-79 school year are as reported to Educational Research Service Inc., in a national survey using a sample of 1,918 of the 11,561 districts enrolling 300 or more pupils. The information provided is for Teacher Aides and includes both instructional and non-instructional positions. Salaries for Nurses are for 573 districts reporting. The mean hourly rate salaries for Teacher Aides ranged from $3.13 per hour for instructional aides and $2.88 per hour for non-instructional aides to a mean of $4.51 per hour for instructional aides and $4.40 for non-instructional aides.

Table 4 shows the comparison by districts according to per pupil expenditure. Per pupil expenditure is available from local district or from our office. Table 5 shows the rates by geographical region. The mean of mean salaries is shown and Table 6 and Table 7 show the lowest and highest rates respectively. Tables 8-10 show the rates for mean of mean, low and high salaries by enrollment grouping and the raises expressed in percent over the past year.

The percent distribution of mean hourly rates in districts enrolling 25,000 or more pupils is as follows in the table below. Comparative data can be obtained from tables 23-25 and 29-31 for districts of other sizes. The lowest reported was $2.03 for instructional aides and

Hourly Rate	Instructional* % of Districts	Non-instructional** Enrolling 25,000 or More Students
less than $2.25 to 2.99	13.3	20.8
3.00 to 3.24	24.8	17.8
3.25 to 3.74	22.1	19.8
3.75 to 4.24	20.3	23.8
4.25 to 5.00 or more	19.5	17.9

* 113 districts reporting mean $3.65, median $3.54, low $2.35, high $6.29

** 101 districts reporting mean $3.60, median $3.50, low $2.35, high $6.94

$2.20 for non-instructional aides while the highest was $8.19 for instructional aides and $7.40 for non-instructional aides in districts with 25,000 or more pupils.

For school Nurses salaries ranged from a minimum mean of $9,511 in the smallest districts (Table 1) to a maximum scheduled mean of $18,556 in districts enrolling from 10,000 to 24,999 pupils (Table 2). Where per pupil expenditures were highest, Nurses also did better. In Tables 3 and 4 Nurses salaries ranged from a mean of minimum of $8,260 in the lowest expenditure districts to a mean of $20,324 in the highest paying districts.

Geographically the southeast paid the lowest minimum and maximum (Tables 5 and 6) with a range of $8,247 as the lowest mean minimum and $12,380 as the lowest mean maximum to the highest minimum mean of $10,427, and the highest maximum mean of $21,001, both in the far west.

Tables 8 and 9 show the increases received by enrollment groups over the last year. Table 8 would be representative of the raise in the base while Table 9 would reflect the increase for school Nurses who had been regularly employed for some time. Table 10 shows the trends for the five years preceeding 1979.

The length of the work year for Nurses (Table 30) is similar to that of the school teacher (185 vs. 184 days) and comparisons to teachers salaries would be more useful than to salaries of administrators who tend to work 18 to 20 percent longer each year.

Salary Tables for Paraprofessionals
1978-79

Education Research Services, Inc. Data

TABLE 4.--MEAN OF MEAN, LOWEST, AND HIGHEST HOURLY WAGE RATES PAID TEACHER AIDES, CUSTODIANS, CAFETERIA WORKERS, AND SCHOOL BUS DRIVERS IN REPORTING SCHOOL SYSTEMS, BY PER PUPIL EXPENDITURE OF SCHOOL SYSTEM, 1977-78

POSITION	PER PUPIL EXPENDITURE $2,000 OR MORE	$1,600 TO $1,999	$1,300 TO $1,599	$1,100 TO $1,299	LESS THAN $1,100	TOTAL ALL REPORTING SYSTEMS*
1	2	3	4	5	6	7
MEAN OF MEAN HOURLY WAGE RATES						
TEACHER AIDES:						
INSTRUCTIONAL	3.93	3.69	3.42	3.35	3.22	3.51
NONINSTRUCTIONAL	3.78	3.41	3.21	3.21	3.14	3.34
CUSTODIANS (NOT ENGINEERS)	5.03	4.66	4.24	3.69	3.29	4.25
CAFETERIA WORKERS (NOT SUPERVISORS)	3.63	3.37	3.22	3.00	2.94	3.24
SCHOOL BUS DRIVERS	5.13	4.91	4.57	4.29	4.18	4.61
MEAN OF LOWEST HOURLY WAGE RATE						
TEACHER AIDES:						
INSTRUCTIONAL	3.53	3.26	3.06	3.01	2.94	3.15
NONINSTRUCTIONAL	3.35	3.05	2.91	2.87	2.89	3.00
CUSTODIANS (NOT ENGINEERS)	4.22	3.89	3.59	3.11	2.83	3.58
CAFETERIA WORKERS (NOT SUPERVISORS)	3.06	2.86	2.78	2.66	2.62	2.79
SCHOOL BUS DRIVERS	4.61	4.41	4.06	3.91	3.92	4.16
MEAN OF HIGHEST HOURLY WAGE RATE						
TEACHER AIDES:						
INSTRUCTIONAL	4.64	4.21	3.90	3.86	3.56	4.02
NONINSTRUCTIONAL	4.40	3.78	3.59	3.62	3.39	3.75
CUSTODIANS (NOT ENGINEERS)	6.03	5.53	5.02	4.44	3.89	5.06
CAFETERIA WORKERS (NOT SUPERVISORS)	4.41	4.05	3.85	3.57	3.46	3.87
SCHOOL BUS DRIVERS	5.57	5.41	5.01	4.72	4.38	5.03

* TOTALS IN COLUMN 7 MAY DIFFER FROM THOSE IN TABLE 2 BECAUSE SOME SCHOOL SYSTEMS PROVIDING SALARY DATA INCLUDED IN TABLE 2 DID NOT PROVIDE DATA ON PER PUPIL EXPENDITURE USED IN ANALYSIS HERE.

NOTE: THE DATA IN THIS TABLE MAY BE SUBJECT TO CONSIDERABLE SAMPLING AND RESPONSE VARIATION AND SHOULD BE USED ONLY AS GENERAL, NOT PRECISE, INDICATORS OF CURRENT RELATIONSHIPS AMONG CATEGORIES; DATA ARE NOT APPROPRIATE FOR YEAR-TO-YEAR TRENDS.

TABLE 5.—MEAN OF MEAN SALARIES AND HOURLY WAGE RATES PAID PERSONNEL IN SELECTED SUPPORT POSITIONS IN REPORTING SCHOOL SYSTEMS, BY GEOGRAPHIC REGION, 1977-78

POSITION	GEOGRAPHIC REGION: NEW ENGLAND	MID-EAST	SOUTH-EAST	GREAT LAKES	PLAINS	SOUTH-WEST	ROCKY MOUNTAINS	FAR WEST	TOTAL ALL REGIONS
1	2	3	4	5	6	7	8	9	10
ANNUAL SALARY									
CENTRAL-OFFICE:									
SECRETARIES/STENOGRAPHERS	9,159	9,385	8,005	8,753	7,938	8,612	8,517	10,947	9,023
ACCOUNTING/PAYROLL CLERKS	9,054	9,221	8,590	9,095	8,332	8,694	8,848	10,546	9,180
CLERK-TYPISTS	7,449	7,320	6,784	7,316	6,413	6,944	7,356	8,574	7,397
SCHOOL BUILDING LEVEL:									
SECRETARIES/STENOGRAPHERS	7,177	8,129	6,401	6,825	6,110	7,018	6,483	9,281	7,328
LIBRARY CLERKS	5,827	6,117	5,024	5,391	5,180	5,718	5,304	7,917	5,970
HOURLY WAGE RATE									
TEACHER AIDES:									
INSTRUCTIONAL	3.61	3.61	3.24	3.46	3.24	3.57	3.09	3.87	3.51
NONINSTRUCTIONAL	3.37	3.25	3.15	3.30	2.96	3.57	2.92	3.85	3.34
CUSTODIANS (NOT ENGINEERS)	4.28	4.51	3.25	4.62	4.15	3.64	4.25	4.95	4.25
CAFETERIA WORKERS (NOT SUPERVISORS)	3.11	3.29	3.02	3.21	3.04	3.02	3.11	3.72	3.24
SCHOOL BUS DRIVERS	3.93	4.79	4.05	5.11	4.58	3.80	4.43	5.08	4.59

STATES INCLUDED IN GEOGRAPHIC REGIONS. NEW ENGLAND: CT, ME, MA, NH, RI, VT; MIDEAST: DE, DC, MD, NJ, NY, PA; SOUTH-EAST: AL, AR, FL, GA, KY, LA, MS, NC, SC, TN, VA, WV; GREAT LAKES: IL, IN, MI, OH, WI; PLAINS: IA, KS, MN, MO, NE, ND, SD; SOUTHWEST: AZ, NM, OK, TX; ROCKY MOUNTAINS: CO, ID, MT, UT, WY; FAR WEST: AK, CA, HI, NV, OR, WA.

TABLE 6.—MEAN OF LOWEST SALARY OR HOURLY WAGE RATE PAID PERSONNEL IN SELECTED SUPPORT POSITIONS IN REPORTING SCHOOL SYSTEMS, BY GEOGRAPHIC REGION, 1977-78

POSITION	GEOGRAPHIC REGION: NEW ENGLAND	MID-EAST	SOUTH-EAST	GREAT LAKES	PLAINS	SOUTH-WEST	ROCKY MOUNTAINS	FAR WEST	TOTAL ALL REGIONS
1	2	3	4	5	6	7	8	9	10
ANNUAL SALARY									
CENTRAL-OFFICE:									
SECRETARIES/STENOGRAPHERS	7,984	7,773	6,616	7,441	6,885	7,067	7,017	9,043	7,568
ACCOUNTING/PAYROLL CLERKS	8,258	7,850	7,142	8,056	7,330	7,174	7,742	9,063	7,920
CLERK-TYPISTS	6,864	6,534	5,914	6,456	5,716	6,063	6,443	7,497	6,535
SCHOOL BUILDING LEVEL:									
SECRETARIES/STENOGRAPHERS	6,029	6,457	5,120	5,557	5,123	5,699	5,148	7,784	6,004
LIBRARY CLERKS	5,109	5,444	4,426	4,840	4,616	4,945	4,790	7,054	5,315
HOURLY WAGE RATE									
TEACHER AIDES:									
INSTRUCTIONAL	3.33	3.15	2.89	3.18	2.91	3.10	2.75	3.45	3.14
NONINSTRUCTIONAL	3.00	2.95	2.79	3.00	2.68	3.13	2.64	3.46	3.00
CUSTODIANS (NOT ENGINEERS)	3.71	3.65	2.74	3.91	3.53	3.09	3.57	4.21	3.59
CAFETERIA WORKERS (NOT SUPERVISORS)	2.72	2.79	2.63	2.81	2.67	2.67	2.66	3.12	2.79
SCHOOL BUS DRIVERS	3.62	4.33	3.67	4.62	4.24	3.54	3.95	4.50	4.16

STATES INCLUDED IN GEOGRAPHIC REGIONS. NEW ENGLAND: CT, ME, MA, NH, RI, VT; MIDEAST: DE, DC, MD, NJ, NY, PA; SOUTH-EAST: AL, AR, FL, GA, KY, LA, MS, NC, SC, TN, VA, WV; GREAT LAKES: IL, IN, MI, OH, WI; PLAINS: IA, KS, MN, MO, NE, ND, SD; SOUTHWEST: AZ, NM, OK, TX; ROCKY MOUNTAINS: CO, ID, MT, UT, WY; FAR WEST: AK, CA, HI, NV, OR, WA.

TABLE 7.—MEAN OF HIGHEST SALARY OR HOURLY WAGE RATE PAID PERSONNEL IN SELECTED SUPPORT POSITIONS IN REPORTING SCHOOL SYSTEMS, BY GEOGRAPHIC REGION, 1977-78

POSITION	GEOGRAPHIC REGION: NEW ENGLAND	MID-EAST	SOUTH-EAST	GREAT LAKES	PLAINS	SOUTH-WEST	ROCKY MOUNTAINS	FAR WEST	TOTAL ALL REGIONS
1	2	3	4	5	6	7	8	9	10
ANNUAL SALARY									
CENTRAL-OFFICE:									
SECRETARIES/STENOGRAPHERS	10,512	11,284	10,215	10,290	9,393	10,881	10,480	13,241	10,933
ACCOUNTING/PAYROLL CLERKS	9,938	10,744	10,456	10,246	9,577	10,440	10,340	12,263	10,682
CLERK-TYPISTS	8,084	8,244	7,826	8,170	7,248	8,022	8,196	9,626	8,354
SCHOOL BUILDING LEVEL:									
SECRETARIES/STENOGRAPHERS	8,486	9,660	7,936	8,487	7,503	8,791	7,934	10,692	8,860
LIBRARY CLERKS	6,135	6,753	5,743	5,989	5,735	6,521	5,893	8,700	6,649
HOURLY WAGE RATE									
TEACHER AIDES:									
INSTRUCTIONAL	3.99	4.20	3.71	3.88	3.67	4.22	3.73	4.42	4.01
NONINSTRUCTIONAL	3.57	3.64	3.67	3.63	3.29	4.10	3.38	4.33	3.75
CUSTODIANS (NOT ENGINEERS)	5.10	5.54	4.06	5.34	4.83	4.41	5.17	5.75	5.06
CAFETERIA WORKERS (NOT SUPERVISORS)	3.69	3.97	3.67	3.83	3.62	3.56	3.73	4.45	3.88
SCHOOL BUS DRIVERS	3.93	4.79	4.05	5.11	4.58	3.80	4.43	5.08	4.59

STATES INCLUDED IN GEOGRAPHIC REGIONS. NEW ENGLAND: CT, ME, MA, NH, RI, VT; MIDEAST: DE, DC, MD, NJ, NY, PA; SOUTHEAST: AL, AR, FL, GA, KY, LA, MS, NC, SC, TN, VA, WV; GREAT LAKES: IL, IN, MI, OH, WI; PLAINS: IA, KS, MN, MO, NE, ND, SD; SOUTHWEST: AZ, NM, OK, TX; ROCKY MOUNTAINS: CO, ID, MT, UT, WY; FAR WEST: AK, CA, HI, NV, OR, WA.

TABLE 8--MEAN OF MEAN SALARIES OR HOURLY WAGE RATES PAID PERSONNEL IN SELECTED SUPPORT POSITIONS, 1976-77 AND 1977-78 AND PERCENT CHANGE, BY ENROLLMENT GROUPING OF REPORTING SCHOOL SYSTEMS

POSITION	ENROLLMENT GROUP: 25,000 OR MORE — SCHOOL YEAR 1976-77	25,000 OR MORE — SCHOOL YEAR 1977-78	25,000 OR MORE — PERCENT CHANGE 1977-78 OVER 1976-77	10,000 TO 24,999 — SCHOOL YEAR 1976-77	10,000 TO 24,999 — SCHOOL YEAR 1977-78	10,000 TO 24,999 — PERCENT CHANGE 1977-78 OVER 1976-77	2,500 TO 9,999 — SCHOOL YEAR 1976-77	2,500 TO 9,999 — SCHOOL YEAR 1977-78	2,500 TO 9,999 — PERCENT CHANGE 1977-78 OVER 1976-77	300 TO 2,499 — SCHOOL YEAR 1976-77	300 TO 2,499 — SCHOOL YEAR 1977-78	300 TO 2,499 — PERCENT CHANGE 1977-78 OVER 1976-77	TOTAL ALL REPORTING SYSTEMS — SCHOOL YEAR 1976-77	TOTAL ALL REPORTING SYSTEMS — SCHOOL YEAR 1977-78	TOTAL ALL REPORTING SYSTEMS — PERCENT CHANGE 1977-78 OVER 1976-77
ANNUAL SALARY															
CENTRAL OFFICE:															
SECRETARIES/STENOGRAPHERS	$8,754	$9,327	6.6%	$8,778	$9,346	6.5%	$8,498	$9,161	7.8%	$7,695	$8,204	6.6%	$8,446	$9,023	6.8%
ACCOUNTING/PAYROLL CLERKS	8,750	9,348	6.8	8,765	9,304	6.2	8,689	9,175	5.6	8,081	8,873	9.8	8,613	9,180	6.6
CLERK-TYPISTS	7,368	7,903	7.3	7,175	7,571	5.5	6,724	7,206	7.2	5,977	6,392	6.9	6,934	7,397	6.7
SCHOOL BUILDING LEVEL:															
SECRETARIES/STENOGRAPHERS (NOT CLERK-TYPISTS)	7,446	7,972	7.1	7,405	7,899	6.7	6,652	7,168	7.8	5,941	6,383	7.4	6,849	7,328	7.0
LIBRARY CLERKS	6,319	6,528	3.3	6,181	6,418	3.8	5,360	5,780	7.8	4,587	5,023	9.5	5,668	5,970	5.3
HOURLY WAGE RATE															
TEACHER AIDES:															
INSTRUCTIONAL	$3.38	$3.65	8.0%	$3.38	$3.56	5.3%	$3.26	$3.48	6.8%	$3.00	$3.37	12.3%	$3.26	$3.51	7.7%
NONINSTRUCTIONAL	3.43	3.60	5.0	3.26	3.41	4.6	3.08	3.34	8.4	2.90	3.06	5.5	3.15	3.34	6.0
CUSTODIANS (NOT ENGINEERS)	3.97	4.25	7.1	4.15	4.44	7.0	4.01	4.24	5.7	3.75	4.04	7.7	3.99	4.25	6.5
CAFETERIA WORKERS (NOT SUPS.)	3.13	3.37	7.7	3.07	3.33	8.5	2.99	3.18	6.4	2.85	3.12	9.5	3.00	3.24	8.0
SCHOOL BUS DRIVERS	4.14	4.60	11.1	4.28	4.54	6.1	4.33	4.63	6.9	4.29	4.60	7.2	4.28	4.59	7.2

TABLE 9--MEAN OF LOWEST SALARIES OR HOURLY WAGE RATES PAID PERSONNEL IN SELECTED SUPPORT POSITIONS, 1976-77 AND 1977-78 AND PERCENT CHANGE, BY ENROLLMENT GROUPING OF REPORTING SCHOOL SYSTEMS

POSITION	ENROLLMENT GROUP: 25,000 OR MORE — SCHOOL YEAR 1976-77	1977-78	PERCENT CHANGE 1977-78 OVER 1976-77	10,000 TO 24,999 — SCHOOL YEAR 1976-77	1977-78	PERCENT CHANGE 1977-78 OVER 1976-77	2,500 TO 9,999 — SCHOOL YEAR 1976-77	1977-78	PERCENT CHANGE 1977-78 OVER 1976-77	300 TO 2,499 — SCHOOL YEAR 1976-77	1977-78	PERCENT CHANGE 1977-78 OVER 1976-77	TOTAL ALL REPORTING SYSTEMS — SCHOOL YEAR 1976-77	1977-78	PERCENT CHANGE 1977-78 OVER 1976-77
ANNUAL SALARY															
CENTRAL OFFICE:															
SECRETARIES/STENOGRAPHERS	$6,765	$7,230	6.9%	$6,960	$7,368	4.7%	$7,294	$7,809	7.1%	$7,342	$7,756	5.6%	$7,130	$7,568	6.1%
ACCOUNTING/PAYROLL CLERKS	7,030	7,352	4.6	7,135	7,656	7.3	7,645	8,071	5.6	7,849	8,502	8.3	7,428	7,920	6.6
CLERK-TYPISTS	6,113	6,442	5.4	6,152	6,567	6.8	6,184	6,643	7.4	5,799	6,220	7.3	6,124	6,535	6.7
SCHOOL BUILDING LEVEL:															
SECRETARIES/STENOGRAPHERS (NOT CLERK-TYPISTS)	5,965	6,156	3.2	5,839	6,274	7.5	5,495	5,887	7.1	5,305	5,710	7.6	5,635	6,004	6.6
	5,496	5,459	-0.7	5,428	5,612	3.4	4,832	5,228	8.2	4,331	4,791	10.6	5,073	5,315	4.8
HOURLY WAGE RATE															
TEACHER AIDES:															
INSTRUCTIONAL	$2.99	$3.15	5.4%	$2.98	$3.14	5.4%	$2.94	$3.14	6.8%	$2.83	$3.13	10.6%	$2.94	$3.14	6.8%
NONINSTRUCTIONAL	2.94	3.11	5.8	2.92	3.01	3.1	2.84	3.01	6.0	2.77	2.88	4.0	2.87	3.00	4.5
CUSTODIANS (NOT ENGINEERS)	3.32	3.49	5.1	3.49	3.74	7.2	3.37	3.61	7.1	3.23	3.45	6.8	3.37	3.59	6.5
CAFETERIA WORKERS (NOT SUPS.)	2.67	2.85	6.7	2.63	2.80	6.5	2.57	2.76	7.4	2.59	2.81	8.5	2.61	2.79	6.9
SCHOOL BUS DRIVERS	3.75	4.06	8.3	3.82	4.09	7.1	3.90	4.21	8.0	3.97	4.24	6.8	3.87	4.16	7.5

TABLE 10--MEAN OF HIGHEST SALARIES OR HOURLY WAGE RATES PAID PERSONNEL IN SELECTED SUPPORT POSITIONS, 1976-77 AND 1977-78 AND PERCENT CHANGE, BY ENROLLMENT GROUPING OF REPORTING SCHOOL SYSTEMS

POSITION	ENROLLMENT GROUP: 25,000 OR MORE — SCHOOL YEAR 1976-77	25,000 OR MORE — SCHOOL YEAR 1977-78	25,000 OR MORE — PERCENT CHANGE 1977-78 OVER 1976-77	10,000 TO 24,999 — SCHOOL YEAR 1976-77	10,000 TO 24,999 — SCHOOL YEAR 1977-78	10,000 TO 24,999 — PERCENT CHANGE 1977-78 OVER 1976-77	2,500 TO 9,999 — SCHOOL YEAR 1976-77	2,500 TO 9,999 — SCHOOL YEAR 1977-78	2,500 TO 9,999 — PERCENT CHANGE 1977-78 OVER 1976-77	300 TO 2,499 — SCHOOL YEAR 1976-77	300 TO 2,499 — SCHOOL YEAR 1977-78	300 TO 2,499 — PERCENT CHANGE 1977-78 OVER 1976-77	TOTAL ALL REPORTING SYSTEMS — SCHOOL YEAR 1976-77	TOTAL ALL REPORTING SYSTEMS — SCHOOL YEAR 1977-78	TOTAL ALL REPORTING SYSTEMS — PERCENT CHANGE 1977-78 OVER 1976-77
ANNUAL SALARY															
CENTRAL OFFICE:															
SECRETARIES/STENOGRAPHERS	$12,050	$12,696	5.4%	$11,170	$11,905	6.6%	$9,977	$10,828	8.5%	$8,123	$8,667	6.7%	$10,263	$10,933	6.5%
ACCOUNTING/PAYROLL CLERKS	11,376	12,178	7.1	10,509	11,172	6.3	9,799	10,388	6.0	8,317	9,269	11.5	10,011	10,682	6.7
CLERK-TYPISTS	8,901	9,579	7.6	8,250	8,665	5.0	7,364	7,770	5.5	6,190	6,572	6.2	7,894	8,354	5.8
SCHOOL BUILDING LEVEL:															
SECRETARIES/STENOGRAPHERS	9,360	10,035	7.2	9,031	9,625	6.6	8,128	8,711	7.2	6,697	7,147	6.7	8,327	8,860	6.4
(NOT CLERK-TYPISTS)	7,319	7,676	4.9	7,013	7,207	2.8	5,890	6,347	7.8	4,894	5,219	6.6	6,367	6,649	4.4
HOURLY WAGE RATE															
TEACHER AIDES:															
INSTRUCTIONAL	$4.18	$4.51	7.9%	$3.89	$4.12	5.9%	$3.65	$3.92	7.4%	$3.26	$3.62	11.0%	$3.73	$4.01	7.5%
NONINSTRUCTIONAL	4.05	4.40	8.6	3.73	3.87	3.8	3.43	3.63	5.8	3.04	3.23	6.3	3.57	3.75	5.0
CUSTODIANS (NOT ENGINEERS)	5.14	5.35	4.1	4.93	5.27	6.9	4.81	5.03	4.6	4.36	4.69	7.6	4.80	5.06	5.4
CAFETERIA WORKERS (NOT SUPS.)	4.01	4.27	6.5	3.76	4.05	7.7	3.61	3.80	5.3	3.22	3.50	8.7	3.64	3.88	6.6
SCHOOL BUS DRIVERS	4.77	5.18	8.6	4.69	4.96	5.8	4.78	5.01	4.8	4.61	4.97	7.8	4.72	5.01	6.1

TABLE 23.--PERCENT DISTRIBUTION OF MEAN OF HOURLY WAGE RATES PAID INSTRUCTIONAL AND NONINSTRUCTIONAL TEACHER AIDES IN REPORTING SCHOOL SYSTEMS, BY ENROLLMENT GROUP, 1977-78

SALARY CLASS	ENROLLMENT GROUP: 25,000 OR MORE	10,000 TO 24,999	2,500 TO 9,999	300 TO 2,499	TOTAL ALL REPORTING SYSTEMS
1	2	3	4	5	6
INSTRUCTIONAL TEACHER AIDES					
LESS THAN $2.25	...	...	.3	...	.1
$2.25 TO 2.49	2.7	.9	1.7	4.0	2.0
2.50 TO 2.74	3.5	6.9	11.5	11.9	9.1
2.75 TO 2.99	7.1	6.5	14.3	17.9	11.6
3.00 TO 3.24	24.8	17.7	16.7	16.6	18.2
3.25 TO 3.49	8.8	16.0	10.5	16.6	13.0
3.50 TO 3.74	13.3	15.2	15.0	12.6	14.3
3.75 TO 3.99	8.8	14.3	9.1	5.3	9.8
4.00 TO 4.24	11.5	13.9	6.6	4.0	9.0
4.25 TO 4.49	7.1	2.2	4.2	2.6	3.7
4.50 TO 4.74	4.4	2.6	3.5	2.6	3.2
4.75 TO 4.99	1.8	2.2	1.7	1.3	1.8
5.00 OR MORE	6.2	1.7	4.9	4.6	4.1
TOTAL	100.0	100.1	100.0	100.0	99.9
NUMBER OF RESPONDENTS	113	231	287	151	782
MEAN	3.65	3.56	3.48	3.37	3.51
MEDIAN	3.54	3.51	3.35	3.23	3.41
RANGE - LOW	2.35	2.40	2.14	2.25	2.14
HIGH	6.29	5.91	7.50	7.73	7.73
NONINSTRUCTIONAL TEACHER AIDES					
LESS THAN $2.25	...	.5	.4	...	.3
$2.25 TO 2.49	4.0	1.0	6.3	5.4	4.2
2.50 TO 2.74	5.9	12.6	11.8	18.5	12.4
2.75 TO 2.99	10.9	15.2	14.3	26.2	16.4
3.00 TO 3.24	17.8	18.3	19.3	22.3	19.4
3.25 TO 3.49	9.9	9.9	11.8	11.5	10.9
3.50 TO 3.74	9.9	14.1	14.3	10.0	12.7
3.75 TO 3.99	12.9	11.0	7.1	2.3	8.2
4.00 TO 4.24	10.9	7.9	4.6	2.3	6.1
4.25 TO 4.49	8.9	3.7	4.2	...	3.9
4.50 TO 4.74	5.0	2.1	.4	.8	1.7
4.75 TO 4.99	1.0	.5	2.1	...	1.1
5.00 OR MORE	3.0	3.1	3.4	.8	2.7
TOTAL	100.1	99.9	100.0	100.1	100.0
NUMBER OF RESPONDENTS	101	191	238	130	660
MEAN	3.60	3.41	3.34	3.06	3.34
MEDIAN	3.50	3.29	3.21	2.98	3.19
RANGE - LOW	2.35	2.20	2.24	2.30	2.20
HIGH	6.94	5.56	5.95	6.58	6.94

TABLE 24.--PERCENT DISTRIBUTION OF LOWEST HOURLY WAGE RATE PAID INSTRUCTIONAL AND NONINSTRUCTIONAL TEACHER AIDES IN REPORTING SCHOOL SYSTEMS BY ENROLLMENT GROUP, 1977-78

SALARY CLASS	ENROLLMENT GROUP: 25,000 OR MORE	10,000 TO 24,999	2,500 TO 9,999	300 TO 2,499	TOTAL ALL REPORTING SYSTEMS
1	2	3	4	5	6
INSTRUCTIONAL TEACHER AIDES					
LESS THAN $2.25	4.0	.4	.3	.6	1.0
$2.25 TO 2.49	8.7	11.6	14.2	9.0	11.6
2.50 TO 2.74	16.7	15.9	16.9	17.4	16.7
2.75 TO 2.99	15.1	13.1	16.3	20.0	15.8
3.00 TO 3.24	20.6	18.7	15.9	20.0	18.3
3.25 TO 3.49	7.1	15.5	11.5	14.8	12.7
3.50 TO 3.74	12.7	11.6	9.2	5.2	9.7
3.75 TO 3.99	4.8	7.2	4.7	3.9	5.3
4.00 TO 4.24	4.8	2.8	5.1	3.2	4.0
4.25 TO 4.49	2.4	.8	1.7	1.3	1.5
4.50 TO 4.74	...	.8	.3	1.3	.6
4.75 TO 4.99	...	.4	.3	.6	.4
5.00 OR MORE	3.2	1.2	3.4	2.6	2.5
TOTAL	100.1	100.0	99.8	99.9	100.1
NUMBER OF RESPONDENTS	126	251	295	155	827
MEAN	3.15	3.14	3.14	3.13	3.14
MEDIAN	3.07	3.09	3.00	3.00	3.00
RANGE - LOW	2.03	2.20	2.14	2.20	2.03
HIGH	5.78	5.80	7.50	7.73	7.73
NONINSTRUCTIONAL TEACHER AIDES					
LESS THAN $2.25	1.7	1.5	2.0	.7	1.6
$2.25 TO 2.49	11.3	16.0	16.9	15.7	15.5
2.50 TO 2.74	19.1	21.5	20.6	24.6	21.4
2.75 TO 2.99	14.8	16.0	17.3	23.9	17.8
3.00 TO 3.24	15.7	13.0	16.1	17.9	15.5
3.25 TO 3.49	13.0	12.5	7.7	5.2	9.5
3.50 TO 3.74	10.4	10.0	6.5	7.5	8.3
3.75 TO 3.99	4.3	3.0	5.6	2.2	4.0
4.00 TO 4.24	6.1	2.0	3.6	.7	3.0
4.25 TO 4.49	1.7	2.5	1.2	...	1.4
4.50 TO 4.74	.9	.5	...	.7	.4
4.75 TO 4.99	...	.5	.8	...	.4
5.00 OR MORE	.9	1.0	1.6	.7	1.1
TOTAL	99.9	100.0	99.9	99.8	99.9
NUMBER OF RESPONDENTS	115	200	248	134	697
MEAN	3.11	3.01	3.01	2.88	3.00
MEDIAN	3.03	2.92	2.87	2.80	2.90
RANGE - LOW	2.20	2.14	1.95	2.20	1.95
HIGH	6.00	5.44	5.95	5.50	6.00

TABLE 25.--PERCENT DISTRIBUTION OF HIGHEST HOURLY WAGE RATE PAID INSTRUCTIONAL AND NONINSTRUCTIONAL TEACHER AIDES IN REPORTING SCHOOL SYSTEMS, BY ENROLLMENT GROUP, 1977-78

SALARY CLASS	ENROLLMENT GROUP: 25,000 OR MORE	10,000 TO 24,999	2,500 TO 9,999	300 TO 2,499	TOTAL ALL REPORTING SYSTEMS
1	2	3	4	5	6
INSTRUCTIONAL TEACHER AIDES					
LESS THAN $2.25	...	...	.3	...	.1
$2.25 TO 2.49	1.6	...	1.0	3.2	1.2
2.50 TO 2.74	...	2.0	4.4	6.5	3.4
2.75 TO 2.99	3.2	5.2	9.9	16.1	8.6
3.00 TO 3.24	7.1	6.4	9.2	16.1	9.3
3.25 TO 3.49	4.0	7.6	13.3	11.6	9.8
3.50 TO 3.74	8.7	11.2	10.2	10.3	10.3
3.75 TO 3.99	12.7	11.6	6.8	9.0	9.6
4.00 TO 4.49	19.0	25.9	21.8	11.6	20.7
4.50 TO 4.99	18.3	16.3	9.9	7.7	12.7
5.00 TO 5.49	5.6	8.4	7.5	1.9	6.4
5.50 TO 5.99	9.5	3.6	3.1	3.9	4.4
6.00 TO 6.49	2.4	1.6	1.0	...	1.2
6.50 OR MORE	7.9	.4	1.7	1.9	2.3
TOTAL	100.0	100.2	100.1	99.8	100.0
NUMBER OF RESPONDENTS	126	251	294	155	826
MEAN	4.51	4.12	3.92	3.62	4.01
MEDIAN	4.33	4.07	3.79	3.42	3.93
RANGE - LOW	2.42	2.50	2.14	2.25	2.14
HIGH	8.19	6.59	7.87	8.03	8.19
NONINSTRUCTIONAL TEACHER AIDES					
LESS THAN $2.25	...	.5	...	...	.1
$2.25 TO 2.49	2.6	.5	4.8	3.7	3.0
2.50 TO 2.74	...	4.5	7.6	11.9	6.3
2.75 TO 2.99	6.1	7.0	10.4	20.9	10.8
3.00 TO 3.24	10.4	11.6	14.9	23.9	14.9
3.25 TO 3.49	7.0	13.1	13.7	9.7	11.6
3.50 TO 3.74	5.2	10.6	10.0	14.9	10.3
3.75 TO 3.99	11.3	10.6	8.8	4.5	8.9
4.00 TO 4.49	18.3	21.1	15.3	7.5	15.9
4.50 TO 4.99	12.2	9.5	7.2	2.2	7.7
5.00 TO 5.49	8.7	5.0	4.0	...	4.3
5.50 TO 5.99	6.1	5.0	2.0	...	3.2
6.00 TO 6.49	3.5	1.0	.4	...	1.0
6.50 OR MORE	8.7	...	.8	.7	1.9
TOTAL	100.1	100.0	99.9	99.9	99.9
NUMBER OF RESPONDENTS	115	199	249	134	697
MEAN	4.40	3.87	3.63	3.23	3.75
MEDIAN	4.26	3.77	3.48	3.05	3.55
RANGE - LOW	2.40	2.20	2.30	2.30	2.20
HIGH	7.40	6.23	6.77	8.56	8.56

TABLE 29.--PERCENT DISTRIBUTION OF MEAN OF HOURLY WAGE RATES PAID INSTRUCTIONAL AND NONINSTRUCTIONAL TEACHER AIDES IN REPORTING SCHOOL SYSTEMS, BY PER PUPIL EXPENDITURE OF SCHOOL SYSTEM, 1977-78

SALARY CLASS	PER PUPIL EXPENDITURE $2,000 OR MORE	$1,600 TO $1,999	$1,300 TO $1,599	$1,100 TO $1,299	LESS THAN $1,100	TOTAL ALL REPORTING SYSTEMS*
1	2	3	4	5	6	7
INSTRUCTIONAL TEACHER AIDES						
LESS THAN $2.25	---	---	---	---	1.0	.1
$2.25 TO 2.49	---	.4	4.3	1.6	2.0	2.0
2.50 TO 2.74	3.8	6.6	8.3	12.4	15.0	8.9
2.75 TO 2.99	7.6	8.4	11.7	13.2	20.0	11.6
3.00 TO 3.24	11.4	13.7	18.7	24.8	22.0	17.9
3.25 TO 3.49	11.4	10.2	15.7	14.0	14.0	13.1
3.50 TO 3.74	11.4	16.4	15.2	13.2	12.0	14.4
3.75 TO 3.99	7.6	15.9	7.4	8.5	6.0	9.9
4.00 TO 4.24	12.7	13.3	9.6	3.1	3.0	9.0
4.25 TO 4.49	6.3	4.9	3.0	3.9	1.0	3.8
4.50 TO 4.74	8.9	4.0	2.6	2.3	---	3.3
4.75 TO 4.99	11.4	.9	.9	---	1.0	1.8
5.00 OR MORE	7.6	5.3	2.6	3.1	3.0	4.1
TOTAL	100.1	100.0	100.0	100.1	100.0	99.9
NUMBER OF RESPONDENTS	79	226	230	129	100	764
MEAN	3.93	3.69	3.42	3.35	3.22	3.51
MEDIAN	3.87	3.65	3.38	3.22	3.10	3.42
RANGE - LOW	2.50	2.30	2.25	2.30	2.14	2.14
HIGH	6.30	7.73	5.19	6.29	5.80	7.73
NONINSTRUCTIONAL TEACHER AIDES						
LESS THAN $2.25	---	---	---	1.9	---	.3
$2.25 TO 2.49	2.1	5.3	4.9	1.9	5.2	4.1
2.50 TO 2.74	8.5	12.6	10.3	18.1	13.8	12.3
2.75 TO 2.99	12.8	12.1	19.1	18.1	25.9	16.6
3.00 TO 3.24	10.6	12.6	27.5	22.9	20.7	19.4
3.25 TO 3.49	7.4	12.6	11.8	9.5	10.3	10.9
3.50 TO 3.74	17.0	15.8	8.3	10.5	13.8	12.6
3.75 TO 3.99	6.4	10.0	9.8	5.7	3.4	8.1
4.00 TO 4.24	10.6	6.3	4.9	5.7	3.4	6.1
4.25 TO 4.49	5.3	6.8	2.0	2.9	1.7	4.0
4.50 TO 4.74	3.2	2.6	1.0	1.0	---	1.7
4.75 TO 4.99	4.3	1.1	---	---	1.7	1.1
5.00 OR MORE	11.7	2.1	.5	1.9	---	2.8
TOTAL	99.9	99.9	100.1	100.1	99.9	100.0
NUMBER OF RESPONDENTS	94	190	204	105	58	651
MEAN	3.78	3.41	3.21	3.21	3.14	3.34
MEDIAN	3.60	3.39	3.08	3.09	3.03	3.20
RANGE - LOW	2.47	2.30	2.30	2.20	2.40	2.20
HIGH	6.94	5.56	5.09	5.95	4.80	6.94

* TOTALS IN COLUMN 7 MAY DIFFER FROM THOSE IN TABLE 23 BECAUSE SOME SCHOOL SYSTEMS PROVIDING SALARY DATA INCLUDED IN TABLE 23 DID NOT PROVIDE DATA ON PER PUPIL EXPENDITURE USED IN ANALYSIS HERE.

NOTE: THE DATA IN THIS TABLE MAY BE SUBJECT TO CONSIDERABLE SAMPLING AND RESPONSE VARIATION AND SHOULD BE USED ONLY AS GENERAL, NOT PRECISE, INDICATORS OF CURRENT RELATIONSHIPS AMONG CATEGORIES; DATA ARE NOT APPROPRIATE FOR YEAR-TO-YEAR TRENDS.

TABLE 30.--PERCENT DISTRIBUTION OF LOWEST HOURLY WAGE RATE PAID INSTRUCTIONAL AND NONINSTRUCTIONAL TEACHER AIDES IN REPORTING SCHOOL SYSTEMS, BY PER PUPIL EXPENDITURE OF SCHOOL SYSTEM, 1977-78

SALARY CLASS	PER PUPIL EXPENDITURE $2,000 OR MORE	$1,600 TO $1,999	$1,300 TO $1,599	$1,100 TO $1,299	LESS THAN $1,100	TOTAL ALL REPORTING SYSTEMS*
1	2	3	4	5	6	7
INSTRUCTIONAL TEACHER AIDES						
LESS THAN $2.25	1.2	.8	.4	2.2	.9	1.0
$2.25 TO 2.49	2.4	8.7	13.6	10.4	20.8	11.4
2.50 TO 2.74	10.6	13.3	17.3	23.1	18.9	16.6
2.75 TO 2.99	8.2	11.2	16.9	23.1	19.8	15.7
3.00 TO 3.24	17.6	18.7	21.4	13.4	17.0	18.3
3.25 TO 3.49	12.9	16.2	9.9	11.9	12.3	12.7
3.50 TO 3.74	10.6	15.8	7.8	6.0	5.7	9.9
3.75 TO 3.99	12.9	5.8	5.3	3.7	.9	5.4
4.00 TO 4.24	8.2	4.6	4.5	3.0	---	4.1
4.25 TO 4.49	10.6	.4	.8	---	---	1.5
4.50 TO 4.74	---	.8	.4	.7	.9	.6
4.75 TO 4.99	1.2	---	.4	---	.9	.4
5.00 OR MORE	3.5	3.7	1.2	2.2	1.9	2.5
TOTAL	99.9	100.0	99.9	99.7	100.0	100.1
NUMBER OF RESPONDENTS	85	241	243	134	106	809
MEAN	3.53	3.26	3.06	3.01	2.94	3.15
MEDIAN	3.46	3.21	3.00	2.91	2.85	3.00
RANGE - LOW	2.20	2.03	2.21	2.20	2.14	2.03
HIGH	6.30	7.73	5.78	5.83	5.80	7.73
NONINSTRUCTIONAL TEACHER AIDES						
LESS THAN $2.25	2.1	1.0	.9	4.5	---	1.6
$2.25 TO 2.49	9.3	15.3	16.7	15.2	20.3	15.3
2.50 TO 2.74	13.4	17.8	26.9	25.0	18.6	21.3
2.75 TO 2.99	10.3	17.8	17.1	23.2	25.4	18.1
3.00 TO 3.24	13.4	14.9	16.2	15.2	16.9	15.3
3.25 TO 3.49	11.3	12.4	8.3	8.9	3.4	9.6
3.50 TO 3.74	12.4	8.4	7.4	4.5	10.2	8.2
3.75 TO 3.99	7.2	5.0	3.7	1.8	1.7	4.1
4.00 TO 4.24	7.2	4.0	2.3	---	1.7	3.1
4.25 TO 4.49	6.2	1.5	.5	---	---	1.5
4.50 TO 4.74	2.1	.5	---	---	---	.4
4.75 TO 4.99	1.0	.5	---	---	1.7	.4
5.00 OR MORE	4.1	1.0	---	1.8	---	1.2
TOTAL	100.0	100.1	100.0	100.1	99.9	100.1
NUMBER OF RESPONDENTS	97	202	216	112	59	686
MEAN	3.35	3.05	2.91	2.87	2.89	3.00
MEDIAN	3.25	2.95	2.80	2.77	2.83	2.90
RANGE - LOW	2.20	1.95	2.14	2.16	2.25	1.95
HIGH	6.00	5.44	4.25	5.95	4.80	6.00

* TOTALS IN COLUMN 7 MAY DIFFER FROM THOSE IN TABLE 24 BECAUSE SOME SCHOOL SYSTEMS PROVIDING SALARY DATA INCLUDED IN TABLE 24 DID NOT PROVIDE DATA ON PER PUPIL EXPENDITURE USED IN ANALYSIS HERE.

NOTE: THE DATA IN THIS TABLE MAY BE SUBJECT TO CONSIDERABLE SAMPLING AND RESPONSE VARIATION AND SHOULD BE USED ONLY AS GENERAL, NOT PRECISE, INDICATORS OF CURRENT RELATIONSHIPS AMONG CATEGORIES; DATA ARE NOT APPROPRIATE FOR YEAR-TO-YEAR TRENDS.

TABLE 31.--PERCENT DISTRIBUTION OF HIGHEST HOURLY WAGE RATE PAID INSTRUCTIONAL AND NONINSTRUCTIONAL TEACHER AIDES IN REPORTING SCHOOL SYSTEMS, BY PER PUPIL EXPENDITURE OF SCHOOL SYSTEM, 1977-78

SALARY CLASS	PER PUPIL EXPENDITURE $2,000 OR MORE	$1,600 TO $1,999	$1,300 TO $1,599	$1,100 TO $1,299	LESS THAN $1,100	TOTAL ALL REPORTING SYSTEMS*
1	2	3	4	5	6	7
INSTRUCTIONAL TEACHER AIDES						
LESS THAN $2.25	...	...	...	...	1.0	.1
$2.25 TO 2.49	...	.4	2.1	.7	1.9	1.1
2.50 TO 2.74	1.2	2.1	3.7	5.2	5.7	3.5
2.75 TO 2.99	3.5	6.6	7.0	10.4	16.2	8.3
3.00 TO 3.24	8.2	7.1	7.8	12.7	14.3	9.3
3.25 TO 3.49	5.9	7.9	10.3	9.7	16.2	9.8
3.50 TO 3.74	7.1	7.9	13.2	11.9	11.4	10.5
3.75 TO 3.99	5.9	8.7	11.9	12.7	5.7	9.7
4.00 TO 4.49	15.3	24.9	24.3	14.2	14.3	20.5
4.50 TO 4.99	14.1	18.3	11.1	10.4	7.6	13.0
5.00 TO 5.49	16.5	6.2	4.9	5.2	2.9	6.3
5.50 TO 5.99	9.4	4.6	2.5	6.0	1.9	4.3
6.00 TO 6.49	4.7	2.1	...	...	1.0	1.2
6.50 OR MORE	8.2	3.3	1.2	.7	...	2.4
TOTAL	100.0	100.1	100.0	99.8	100.1	100.0
NUMBER OF RESPONDENTS	85	241	243	134	105	808
MEAN	4.64	4.21	3.90	3.86	3.56	4.02
MEDIAN	4.52	4.13	3.85	3.71	3.38	3.93
RANGE - LOW	2.50	2.30	2.25	2.30	2.14	2.14
HIGH	8.19	7.87	7.41	8.02	6.10	8.19
NONINSTRUCTIONAL TEACHER AIDES						
LESS THAN $2.25	...	...	...	.9	...	.1
$2.25 TO 2.49	...	4.5	3.7	1.8	1.7	2.9
2.50 TO 2.74	3.1	6.0	6.5	6.3	11.9	6.3
2.75 TO 2.99	5.1	12.4	7.9	15.2	18.6	10.9
3.00 TO 3.24	11.2	10.4	19.0	18.8	15.3	15.0
3.25 TO 3.49	10.2	8.0	16.2	10.7	13.6	11.8
3.50 TO 3.74	9.2	9.5	11.1	9.8	11.9	10.2
3.75 TO 3.99	6.1	10.0	9.3	9.8	6.8	8.9
4.00 TO 4.49	15.3	17.9	16.7	11.6	11.9	15.6
4.50 TO 4.99	9.2	11.4	4.6	6.3	6.8	7.7
5.00 TO 5.49	10.2	5.5	1.4	4.5	1.7	4.4
5.50 TO 5.99	8.2	2.5	1.9	4.5	...	3.2
6.00 TO 6.49	3.1	1.0	.9	...	...	1.0
6.50 OR MORE	9.2	1.0	.9	...	...	1.9
TOTAL	100.1	100.1	100.1	100.2	100.2	99.9
NUMBER OF RESPONDENTS	98	201	216	112	59	686
MEAN	4.40	3.78	3.59	3.62	3.39	3.75
MEDIAN	4.15	3.71	3.44	3.31	3.27	3.55
RANGE - LOW	2.50	2.30	2.30	2.20	2.40	2.20
HIGH	8.56	6.94	6.77	5.95	5.15	8.56

* TOTALS IN COLUMN 7 MAY DIFFER FROM THOSE IN TABLE 25 BECAUSE SOME SCHOOL SYSTEMS PROVIDING SALARY DATA INCLUDED IN TABLE 25 DID NOT PROVIDE DATA ON PER PUPIL EXPENDITURE USED IN ANALYSIS HERE.

NOTE: THE DATA IN THIS TABLE MAY BE SUBJECT TO CONSIDERABLE SAMPLING AND RESPONSE VARIATION AND SHOULD BE USED ONLY AS GENERAL, NOT PRECISE, INDICATORS OF CURRENT RELATIONSHIPS AMONG CATEGORIES; DATA ARE NOT APPROPRIATE FOR YEAR-TO-YEAR TRENDS.

Salary Tables for School Nurses
1978-79

Education Research Services, Inc. Data

TABLE 1.--MEAN OF MINIMUM SCHEDULED SALARIES FOR PERSONNEL IN SELECTED PROFESSIONAL POSITIONS IN REPORTING SCHOOL SYSTEMS, BY ENROLLMENT GROUP, 1978-79

POSITION OR FUNCTION (FULL-TIME STAFF)	ENROLLMENT GROUP 25,000 OR MORE	10,000 TO 24,999	2,500 TO 9,999	300 TO 2,499	TOTAL ALL REPORTING SYSTEMS
1	2	3	4	5	6
SUPTS. (CONTRACT SALARY)	46,251	40,786	36,374	28,396	36,924
DEPUTY/ASSOC. SUPTS.	32,136	27,938	26,111	24,336	29,649
ASSISTANT SUPERINTENDENTS	28,931	27,761	25,196	25,641	27,304
DIRECTORS, MANAGERS, COORDINATORS, AND SUPERVISORS FOR:					
FINANCE AND BUSINESS	20,524	20,627	20,416	15,797	20,426
INSTRUCTIONAL SERVICES	22,307	23,141	21,367	18,565	22,312
PUBLIC RELATIONS/INFORMATION	19,910	18,621	18,645	10,858	19,150
STAFF PERSONNEL SERVICES	20,880	22,952	21,739	...	21,946
OTHER AREAS*	18,021	17,858	17,010	15,508	17,542
SUBJECT AREA SUPERVISORS	19,307	18,804	17,397	14,042	18,591
OTHER ADMINISTRATIVE STAFF**	15,615	16,240	16,079	14,742	15,974
PRINCIPALS					
ELEMENTARY SCHOOL	20,015	20,371	19,634	19,078	19,957
JR. HIGH/MIDDLE SCHOOL	21,642	22,136	21,209	18,875	21,560
SR. HIGH SCHOOL	23,550	24,154	22,854	19,653	23,405
ASSISTANT PRINCIPALS					
ELEMENTARY SCHOOL	17,007	16,721	16,461	18,951	16,831
JR. HIGH/MIDDLE SCHOOL	18,373	19,357	18,412	19,172	18,805
SR. HIGH SCHOOL	19,483	20,496	19,087	19,343	19,759
CLASSROOM TEACHERS	10,086	10,111	10,024	9,669	9,975
COUNSELORS	11,353	11,308	11,038	10,392	11,056
LIBRARIANS	10,254	10,304	10,320	9,910	10,231
SCHOOL NURSES	9,550	9,628	9,648	9,511	9,612

* INCLUDES PUPIL PERSONNEL, RESEARCH, FOOD SERVICES, HEALTH, TRANSPORTATION, FEDERAL PROGRAMS, MEDIA SERVICES, PLANT OPERATIONS, ETC.

** INCLUDES ALL C-O ADMINISTRATIVE AND PROFESSIONAL STAFF NOT SPECIFIED ABOVE

TABLE 2.--MEAN OF MAXIMUM SCHEDULED SALARIES FOR PERSONNEL IN SELECTED PROFESSIONAL POSITIONS IN REPORTING SCHOOL SYSTEMS, BY ENROLLMENT GROUP, 1978-79

POSITION OR FUNCTION (FULL-TIME STAFF)	ENROLLMENT GROUP 25,000 OR MORE	10,000 TO 24,999	2,500 TO 9,999	300 TO 2,499	TOTAL ALL REPORTING SYSTEMS
1	2	3	4	5	6
SUPTS. (CONTRACT SALARY)	46,251	40,786	36,374	28,356	36,924
DEPUTY/ASSOC. SUPTS.	40,901	34,645	32,990	25,420	37,122
ASSISTANT SUPERINTENDENTS	36,297	34,017	31,527	30,516	33,884
DIRECTORS, MANAGERS, COORDINATORS, AND SUPERVISORS FOR:					
FINANCE AND BUSINESS	31,662	28,588	27,176	20,493	29,014
INSTRUCTIONAL SERVICES	31,224	29,845	28,135	25,829	29,699
PUBLIC RELATIONS/INFORMATION	27,910	24,132	24,525	19,743	25,895
STAFF PERSONNEL SERVICES	31,044	30,000	28,487	...	30,140
OTHER AREAS*	30,830	28,499	24,789	21,288	27,604
SUBJECT AREA SUPERVISORS	27,511	25,812	24,109	23,109	25,938
OTHER ADMINISTRATIVE STAFF**	28,309	25,807	23,945	18,370	25,935
PRINCIPALS					
ELEMENTARY SCHOOL	27,113	26,808	25,650	24,359	26,322
JR. HIGH/MIDDLE SCHOOL	28,646	28,529	27,310	24,604	27,964
SR. HIGH SCHOOL	31,281	31,092	29,487	25,434	30,375
ASSISTANT PRINCIPALS					
ELEMENTARY SCHOOL	23,453	22,577	21,954	22,183	22,772
JR. HIGH/MIDDLE SCHOOL	24,522	25,134	[illegible]56	23,653	24,563
SR. HIGH SCHOOL	25,886	26,637	25,068	24,314	25,881
CLASSROOM TEACHERS	19,753	20,297	19,511	17,354	19,267
COUNSELORS	20,765	21,165	20,257	18,276	20,268
LIBRARIANS	19,897	20,464	19,543	17,748	19,539
SCHOOL NURSES	18,154	18,556	17,658	18,338	18,112

* INCLUDES PUPIL PERSONNEL, RESEARCH, FOOD SERVICES, HEALTH, TRANSPORTATION, FEDERAL PROGRAMS, MEDIA SERVICES, PLANT OPERATIONS, ETC.
** INCLUDES ALL C-O ADMINISTRATIVE AND PROFESSIONAL STAFF NOT SPECIFIED ABOVE

TABLE 3.--MEAN OF MINIMUM SCHEDULED SALARIES FOR PERSONNEL IN SELECTED PROFESSIONAL POSITIONS IN REPORTING SCHOOL SYSTEMS, BY PER PUPIL EXPENDITURE OF SCHOOL SYSTEM, 1978-79

POSITION OR FUNCTION (FULL-TIME STAFF)	PER PUPIL EXPENDITURE $2,000 OR MORE	$1,600 TO $1,999	$1,300 TO $1,599	$1,100 TO $1,299	LESS THAN $1,100	TOTAL ALL REPORTING SYSTEMS*
1	2	3	4	5	6	7
SUPTS. (CONTRACT SALARY)**	40,174	37,568	35,992	33,642	30,921	36,929
DEPUTY/ASSOC. SUPTS.**	30,775	31,970	29,499	23,341	24,049	29,649
ASSISTANT SUPERINTENDENTS**	29,419	29,208	26,310	23,340	21,698	27,303
DIRECTORS, MANAGERS, COORDINATORS, AND SUPERVISORS FOR:						
FINANCE AND BUSINESS	21,675	21,495	19,263	18,341	15,990	20,417
INSTRUCTIONAL SERVICES	23,764	24,050	21,400	18,912	15,540	22,307
PUBLIC RELATIONS/INFORMATION	21,034	19,297	18,094	17,900	15,294	19,430
STAFF PERSONNEL SERVICES	23,825	23,353	20,139	18,609	17,286	21,936
OTHER AREAS***	18,878	18,027	16,642	16,128	15,377	17,535
SUBJECT AREA SUPERVISORS	20,591	19,220	18,012	15,790	13,813	18,607
OTHER ADMINISTRATIVE STAFF****	17,573	16,486	14,473	14,718	14,175	15,991
PRINCIPALS						
ELEMENTARY SCHOOL	22,513	21,058	18,857	16,814	15,016	19,968
JR. HIGH/MIDDLE SCHOOL	24,241	22,710	20,650	17,938	15,758	21,562
SR. HIGH SCHOOL	26,323	24,663	22,181	19,556	16,977	23,352
ASSISTANT PRINCIPALS						
ELEMENTARY SCHOOL	19,405	17,459	16,012	14,327	13,127	16,858
JR. HIGH/MIDDLE SCHOOL	21,296	19,698	17,809	15,604	13,180	18,825
SR. HIGH SCHOOL	22,421	20,849	18,254	16,516	14,395	19,764
CLASSROOM TEACHERS	10,443	10,016	9,679	9,635	9,684	9,974
COUNSELORS	11,322	11,132	10,914	10,664	10,455	11,041
LIBRARIANS	10,647	10,287	9,914	10,055	9,665	10,235
SCHOOL NURSES	10,225	9,788	8,966	9,047	8,260	9,612

* TOTALS IN COLUMN 7 MAY DIFFER FROM THOSE IN TABLE 1 BECAUSE SOME SCHOOL SYSTEMS PROVIDING SALARY DATA INCLUDED IN TABLE 1 DID NOT PROVIDE DATA ON PER PUPIL EXPENDITURE USED IN ANALYSIS HERE.

** SALARY DATA FOR SUPERINTENDENTS AND FOR DEPUTY/ASSOCIATE AND ASSISTANT SUPERINTENDENTS PRESENTED IN THIS TABLE ARE CLOSELY RELATED TO THE ENROLLMENT SIZE OF THE SCHOOL SYSTEM AND SHOULD BE USED ONLY IN CONJUNCTION WITH THE DATA SHOWN BY ENROLLMENT GROUP IN TABLE 1 AND WITH THE DATA IN TABLE 8 SHOWING THE DISTRIBUTION OF SCHOOL SYSTEMS BY ENROLLMENT GROUP AND BY PER PUPIL EXPENDITURE LEVEL.

*** INCLUDES PUPIL PERSONNEL, RESEARCH, FOOD SERVICES, HEALTH, TRANSPORTATION, FEDERAL PROGRAMS, MEDIA SERVICES, PLANT OPERATIONS, ETC.

**** INCLUDES ALL C-O ADMINISTRATIVE AND PROFESSIONAL STAFF NOT SPECIFIED ABOVE

NOTE: THE DATA IN THIS TABLE MAY BE SUBJECT TO CONSIDERABLE SAMPLING VARIATION AND SHOULD BE USED ONLY AS GENERAL, NOT PRECISE INDICATORS OF CURRENT RELATIONSHIPS AMONG CATEGORIES; DATA ARE NOT APPROPRIATE FOR YEAR-TO-YEAR TRENDS.

TABLE 4.--MEAN OF MAXIMUM SCHEDULED SALARIES FOR PERSONNEL IN SELECTED PROFESSIONAL POSITIONS IN REPORTING SCHOOL SYSTEMS, BY PER PUPIL EXPENDITURE OF SCHOOL SYSTEM, 1978-79

POSITION OR FUNCTION (FULL-TIME STAFF)	PER PUPIL EXPENDITURE: $2,000 OR MORE	$1,600 TO $1,999	$1,300 TO $1,599	$1,100 TO $1,299	LESS THAN $1,100	TOTAL ALL REPORTING SYSTEMS*
1	2	3	4	5	6	7
SUPTS. (CONTRACT SALARY)**	40,174	37,568	35,992	33,642	30,921	36,929
DEPUTY/ASSOC. SUPTS.**	40,377	38,096	36,433	32,749	28,966	37,070
ASSISTANT SUPERINTENDENTS**	37,389	35,196	32,262	30,760	27,122	33,858
DIRECTORS, MANAGERS, COORDINATORS, AND SUPERVISORS FOR:						
FINANCE AND BUSINESS	32,061	29,047	27,654	26,541	24,334	28,969
INSTRUCTIONAL SERVICES	32,543	30,811	28,555	25,880	22,589	29,664
PUBLIC RELATIONS/INFORMATION	28,175	25,461	25,178	24,148	22,565	25,868
STAFF PERSONNEL SERVICES	32,734	30,916	28,502	26,069	25,738	30,056
OTHER AREAS***	31,292	27,939	26,345	24,627	21,696	27,620
SUBJECT AREA SUPERVISORS	28,681	26,460	24,917	22,196	22,487	25,936
OTHER ADMINISTRATIVE STAFF****	28,870	25,978	24,701	22,327	23,901	25,893
PRINCIPALS						
ELEMENTARY SCHOOL	25,229	27,166	25,236	22,779	21,757	26,295
JR. HIGH/MIDDLE SCHOOL	31,119	28,919	26,842	24,154	22,691	27,944
SR. HIGH SCHOOL	33,543	31,553	29,095	26,056	24,737	30,347
ASSISTANT PRINCIPALS						
ELEMENTARY SCHOOL	25,373	23,752	21,922	19,002	19,259	22,760
JR. HIGH/MIDDLE SCHOOL	27,460	25,374	23,288	21,191	19,583	24,564
SR. HIGH SCHOOL	28,864	26,920	24,144	22,485	20,773	25,877
CLASSROOM TEACHERS	21,570	19,861	18,287	16,469	15,822	19,255
COUNSELORS	22,646	20,766	19,116	17,381	16,587	20,257
LIBRARIANS	21,819	20,115	18,443	16,729	15,889	19,542
SCHOOL NURSES	20,324	19,170	15,944	14,396	12,650	18,118

* TOTALS IN COLUMN 7 MAY DIFFER FROM THOSE IN TABLE 2 BECAUSE SOME SCHOOL SYSTEMS PROVIDING SALARY DATA INCLUDED IN TABLE 2 DID NOT PROVIDE DATA ON PER PUPIL EXPENDITURE USED IN ANALYSIS HERE.

** SALARY DATA FOR SUPERINTENDENTS AND FOR DEPUTY/ASSOCIATE AND ASSISTANT SUPERINTENDENTS PRESENTED IN THIS TABLE ARE CLOSELY RELATED TO THE ENROLLMENT SIZE OF THE SCHOOL SYSTEM AND SHOULD BE USED ONLY IN CONJUNCTION WITH THE DATA SHOWN BY ENROLLMENT GROUP IN TABLE 2 AND WITH THE DATA IN TABLE 8 SHOWING THE DISTRIBUTION OF SCHOOL SYSTEMS BY ENROLLMENT GROUP AND BY PER PUPIL EXPENDITURE LEVEL.

*** INCLUDES PUPIL PERSONNEL, RESEARCH, FOOD SERVICES, HEALTH, TRANSPORTATION, FEDERAL PROGRAMS, MEDIA SERVICES, PLANT OPERATIONS, ETC.

**** INCLUDES ALL C-O ADMINISTRATIVE AND PROFESSIONAL STAFF NOT SPECIFIED ABOVE

NOTE: THE DATA IN THIS TABLE MAY BE SUBJECT TO CONSIDERABLE SAMPLING VARIATION AND SHOULD BE USED ONLY AS GENERAL, NOT PRECISE INDICATORS OF CURRENT RELATIONSHIPS AMONG CATEGORIES; DATA ARE NOT APPROPRIATE FOR YEAR-TO-YEAR TRENDS.

TABLE 5.--MEAN OF MINIMUM SCHEDULED SALARIES FOR PERSONNEL IN SELECTED PROFESSIONAL POSITIONS IN REPORTING SCHOOL SYSTEMS, BY GEOGRAPHIC REGION, 1978-79

POSITION	GEOGRAPHIC REGION								
	NEW ENGLAND	MID-EAST	SOUTH-EAST	GREAT LAKES	PLAINS	SOUTH-WEST	ROCKY MOUNTAINS	FAR WEST	TOTAL ALL REGIONS
1	2	3	4	5	6	7	8	9	10
SUPTS. (CONTRACT SALARY)	35,261	39,778	34,085	36,438	34,405	38,367	36,654	39,427	36,924
ELEMENTARY SCHOOL PRINCIPALS	20,278	21,613	17,233	19,893	20,780	16,755	18,545	22,767	19,957
SENIOR HIGH SCHOOL PRINCIPALS	23,755	24,939	19,995	24,392	25,114	19,548	21,517	26,442	23,409
CLASSROOM TEACHERS	9,907	10,245	9,691	10,163	9,520	9,653	9,835	10,287	9,975
COUNSELORS	10,648	10,829	10,549	11,058	10,299	11,148	10,898	12,346	11,056
LIBRARIANS	10,258	10,374	9,776	10,474	9,755	10,137	9,981	10,675	10,231
SCHOOL NURSES	8,750	9,999	8,247	9,536	8,488	9,628	9,210	10,427	9,612

STATES INCLUDED IN GEOGRAPHIC REGIONS. NEW ENGLAND: CT, ME, MA, NH, RI, VT; MIDEAST: DE, DC, MD, NJ, NY, PA; SOUTH-EAST: AL, AR, FL, GA, KY, LA, MS, NC, SC, TN, VA, WV; GREAT LAKES: IL, IN, MI, OH, WI. PLAINS: IA, KS, MN, MO, NE, ND, SD; SOUTHWEST: AZ, NM, OK, TX; ROCKY MOUNTAINS: CO, ID, MT, UT, WY; FAR WEST: AK, CA, HI, NV, OR, WA.

NOTE: THE DATA IN THIS TABLE MAY BE SUBJECT TO CONSIDERABLE SAMPLING AND RESPONSE VARIATION AND SHOULD BE USED ONLY AS GENERAL, NOT PRECISE INDICATORS OF CURRENT RELATIONSHIPS AMONG CATEGORIES; DATA ARE NOT APPROPRIATE FOR YEAR-TO-YEAR TRENDS.

TABLE 6.--MEAN OF MAXIMUM SCHEDULED SALARIES FOR PERSONNEL IN SELECTED PROFESSIONAL POSITIONS IN REPORTING SCHOOL SYSTEMS, BY GEOGRAPHIC REGION, 1978-79

POSITION	GEOGRAPHIC REGION								
	NEW ENGLAND	MID-EAST	SOUTH-EAST	GREAT LAKES	PLAINS	SOUTH-WEST	ROCKY MOUNTAINS	FAR WEST	TOTAL ALL REGIONS
1	2	3	4	5	6	7	8	9	10
SUPTS. (CONTRACT SALARY)	35,261	39,778	34,085	36,433	34,405	38,367	36,654	39,427	36,924
ELEMENTARY SCHOOL PRINCIPALS	27,262	29,793	23,463	25,993	27,447	23,701	26,358	27,942	26,322
SENIOR HIGH SCHOOL PRINCIPALS	31,150	33,357	26,656	31,290	31,740	27,650	30,040	32,292	30,375
CLASSROOM TEACHERS	19,459	21,186	16,487	19,889	18,695	17,180	19,758	20,721	19,267
COUNSELORS	20,148	21,712	17,225	20,857	19,814	18,623	20,645	22,211	20,298
LIBRARIANS	19,911	21,054	16,616	20,285	19,148	17,529	19,945	21,181	19,530
SCHOOL NURSES	13,821	20,028	12,380	17,902	16,149	15,903	18,050	21,001	18,112

STATES INCLUDED IN GEOGRAPHIC REGIONS. NEW ENGLAND: CT, ME, MA, NH, RI, VT; MIDEAST: DE, DC, MD, NJ, NY, PA; SOUTH-EAST: AL, AR, FL, GA, KY, LA, MS, NC, SC, TN, VA, WV; GREAT LAKES: IL, IN, MI, OH, WI; PLAINS: IA, KS, MN, MO, NE, ND, SD; SOUTHWEST: AZ, NM, OK, TX; ROCKY MOUNTAINS: CO, ID, MT, UT, WY; FAR WEST: AK, CA, HI, NV, OR, WA.

NOTE: THE DATA IN THIS TABLE MAY BE SUBJECT TO CONSIDERABLE SAMPLING AND RESPONSE VARIATION AND SHOULD BE USED ONLY AS GENERAL, NOT PRECISE INDICATORS OF CURRENT RELATIONSHIPS AMONG CATEGORIES; DATA ARE NOT APPROPRIATE FOR YEAR-TO-YEAR TRENDS.

TABLE 8.--MEAN OF MINIMUM SCHEDULED SALARIES FOR PERSONNEL IN SELECTED PROFESSIONAL POSITIONS 1977-78 AND 1978-79, PERCENT CHANGE, AND COMPARISON WITH MEAN OF MINIMUM SCHEDULED SALARIES FOR CLASSROOM TEACHERS, BY ENROLLMENT GROUPING OF REPORTING SCHOOL SYSTEMS

POSITION (FULL TIME STAFF)	ENROLLMENT GROUP: 25,000 OR MORE — SCHOOL YEAR 1977-78	25,000 OR MORE — SCHOOL YEAR 1978-79	25,000 OR MORE — PERCENT CHANGE 1978-79 OVER 1977-78	10,000 TO 24,999 — SCHOOL YEAR 1977-78	10,000 TO 24,999 — SCHOOL YEAR 1978-79	10,000 TO 24,999 — PERCENT CHANGE 1978-79 OVER 1977-78
CLASSROOM TEACHERS	$ 9,659	$10,086	4.4%	$ 9,638	$10,111	4.9%
COUNSELORS	10,871	11,353	4.4	10,909	11,308	3.7
LIBRARIANS	9,807	10,254	4.6	9,866	10,304	4.4
SCHOOL NURSES	9,177	9,550	4.1	9,274	9,628	3.8
PRINCIPALS:						
ELEMENTARY SCHOOL	18,668	20,015	7.2	19,341	20,371	5.3
JR. HIGH/MIDDLE SCHOOL	20,306	21,642	6.6	20,925	22,136	5.8
SR. HIGH SCHOOL	22,088	23,550	6.6	22,918	24,154	5.4
ASSISTANT PRINCIPALS:						
ELEMENTARY SCHOOL	16,364	17,087	4.4	16,379	16,721	2.1
JR. HIGH/MIDDLE SCHOOL	17,380	18,373	5.7	18,292	19,357	5.8
SR. HIGH SCHOOL	18,320	19,483	6.3	19,499	20,496	5.1
(MEAN OF MINIMUM SCHEDULED SALARIES FOR CLASSROOM TEACHERS = 100.0)						
CLASSROOM TEACHERS[1]	100.0%	100.0%	...	100.0%	100.0	...
COUNSELORS[2]	112.6	112.6	...	113.2	111.8	...
LIBRARIANS[2]	101.5	101.7	...	102.4	101.9	...
SCHOOL NURSES[2]	95.0	94.7	...	96.2	95.2	...
PRINCIPALS[3]:						
ELEMENTARY SCHOOL	193.3	198.4	...	200.7	201.5	...
JR. HIGH/MIDDLE SCHOOL	210.2	214.6	...	217.1	218.9	...
SR. HIGH SCHOOL	228.7	233.5	...	237.8	238.9	...
ASSISTANT PRINCIPALS[3]:						
ELEMENTARY SCHOOL	169.4	169.4	...	169.9	165.4	...
JR. HIGH/MIDDLE SCHOOL	179.9	182.2	...	189.8	191.4	...
SR. HIGH SCHOOL	189.7	193.2	...	202.3	202.7	...

[1] Salary scheduled for B.A. minimum

[2] Minimum scheduled salary regardless of degree level

[3] Salary scheduled for M.A. minimum

... Too few cases for meaningful comparison

ENROLLMENT GROUP						TOTAL		
.....2,500 TO 9,999.....			.....300 TO 2,499.....			.....ALL REPORTING SYSTEMS.....		
...SCHOOL YEAR... 1977-78	1978-79	PERCENT CHANGE 1978-79 OVER 1977-78	...SCHOOL YEAR... 1977-78	1978-79	PERCENT CHANGE 1978-79 OVER 1977-78	...SCHOOL YEAR... 1977-78	1978-79	PERCENT CHANGE 1978-79 OVER 1977-78
$ 9,514	$10,024	5.4%	$ 9,145	$ 9,669	5.7%	$ 9,487	$ 9,975	5.1%
10,442	11,038	5.7	9,995	10,392	4.0	10,586	11,056	4.4
9,815	10,320	5.1	9,390	9,910	5.5	9,756	10,231	4.9
9,207	9,648	4.8	9,108	9,511	4.4	9,215	9,612	4.3
19,071	19,634	3.0	17,164	19,078	11.2	18,947	19,957	5.3
20,711	21,209	2.4	16.444	18,875	14.8	20,527	21,560	5.0
22,008	22,854	3.8	17,708	19,653	11.0	22,188	23,405	5.5
15,804	16,461	4.2	16,869	18,951	...*	16,275	16,831	3.4
17,921	18,412	2.7	14,898	19,172	...*	17,892	18,805	5.1
18,631	19,087	2.4	15,840	19,343	...*	18,827	19,759	5.0
(MEAN OF MINIMUM SCHEDULED SALARIES FOR CLASSROOM TEACHERS = 100.0)								
100.0%	100.0	...	100.0%	100.0%	...	100.0%	100.0%	...
109.8	110.1	...	109.3	107.5	...	111.6	110.8	...
103.2	103.0	...	102.7	102.5	...	102.8	102.6	...
96.8	96.2	...	99.6	98.4	...	97.1	96.4	...
200.5	195.9	...	187.7	197.3	...	199.7	200.1	...
217.7	211.6	...	179.8	195.2	...	216.4	216.1	...
231.3	228.0	...	193.6	203.3	...	233.9	234.6	...
166.1	164.2	...	...*	...*	...	171.6	168.7	...
188.4	183.7	...	...*	...*	...	188.6	188.5	...
195.8	190.4	...	...*	...*	...	198.5	198.1	...

TABLE 9.--MEAN OF MAXIMUM SCHEDULED SALARIES FOR PERSONNEL IN SELECTED PROFESSIONAL POSITIONS 1977-78 AND 1978-79, PERCENT CHANGE, AND COMPARISON WITH MEAN OF MAXIMUM SCHEDULED SALARIES FOR CLASSROOM TEACHERS, BY ENROLLMENT GROUPING OF REPORTING SCHOOL SYSTEMS

POSITION (FULL TIME STAFF)	ENROLLMENT GROUP: 25,000 OR MORE — SCHOOL YEAR 1977-78	25,000 OR MORE — SCHOOL YEAR 1978-79	25,000 OR MORE — PERCENT CHANGE 1978-79 OVER 1977-78	10,000 TO 24,999 — SCHOOL YEAR 1977-78	10,000 TO 24,999 — SCHOOL YEAR 1978-79	10,000 TO 24,999 — PERCENT CHANGE 1978-79 OVER 1977-78
CLASSROOM TEACHERS	$18,730	$19,753	5.5%	$18,975	$20,297	7.0%
COUNSELORS	19,730	20,765	5.2	19,919	21,165	6.3
LIBRARIANS	18,756	19,897	6.1	19,065	20,464	7.3
SCHOOL NURSES	17,295	18,154	5.0	17,733	18,556	4.6
PRINCIPALS:						
ELEMENTARY SCHOOL	25,563	27,113	6.1	25,129	26,808	6.7
JR. HIGH/MIDDLE SCHOOL	27,178	28,646	5.4	26,701	28,529	6.8
SR. HIGH SCHOOL	29,409	31,281	6.4	29,189	31,092	6.5
ASSISTANT PRINCIPALS:						
ELEMENTARY SCHOOL	22,218	23,453	5.6	21,268	22,577	6.2
JR. HIGH/MIDDLE SCHOOL	23,237	24,522	5.5	23,262	25,134	8.0
SR. HIGH SCHOOL	24,549	25,886	5.4	24,836	26,637	7.3
SUPERINTENDENTS	44,001	46,251	5.1	38,227	40,786	6.7
DEPUTY/ASSOC. SUPTS.	38,316	40,901	6.7	33,794	34,645	2.5
ASSISTANT SUPERINTENDENTS	34,385	36,297	5.6	31,854	34,017	6.8
SUBJECT AREA SUPERVISORS	26,251	27,511	4.8	24,367	25,812	5.9
(MEAN OF MAXIMUM SCHEDULED SALARIES FOR CLASSROOM TEACHERS = 100.0)						
CLASSROOM TEACHERS	100.0%	100.0%	...	100.0%	100.0%	...
COUNSELORS	105.3	105.1	...	105.0	104.3	...
LIBRARIANS	100.1	100.7	...	100.5	100.8	...
SCHOOL NURSES	92.3	91.9	...	93.5	91.4	...
PRINCIPALS:						
ELEMENTARY SCHOOL	136.5	137.3	...	132.4	132.1	...
JR. HIGH/MIDDLE SCHOOL	145.1	145.0	...	140.7	140.6	...
SR. HIGH SCHOOL	157.0	158.4	...	153.8	153.2	...
ASSISTANT PRINCIPALS:						
ELEMENTARY SCHOOL	118.6	118.7	...	112.1	111.2	...
JR. HIGH/MIDDLE SCHOOL	124.1	124.1	...	122.6	123.8	...
SR. HIGH SCHOOL	131.1	131.0	...	130.9	131.2	...
SUPERINTENDENTS	234.9	234.1	...	201.5	200.9	...
DEPUTY/ASSOC. SUPTS.	204.6	207.1	...	178.1	170.7	...
ASSISTANT SUPERINTENDENTS	183.6	183.8	...	167.9	167.6	...
SUBJECT AREA SUPERVISORS	140.2	139.3	...	128.4	127.2	...

* Too few cases for meaningful comparison

ENROLLMENT GROUP						TOTAL		
.....2,500 TO 9,999.....			.....300 TO 2,499.....			.....ALL REPORTING SYSTEMS.....		
...SCHOOL YEAR... 1977-78	1978-79	PERCENT CHANGE 1978-79 OVER 1977-78	...SCHOOL YEAR... 1977-78	1978-79	PERCENT CHANGE 1978-79 OVER 1977-78	...SCHOOL YEAR... 1977-78	1978-79	PERCENT CHANGE 1978-79 OVER 1977-78
$18,244	$19,511	6.9%	$16,108	$17,354	7.7%	$18,040	$19,267	6.8%
18,920	20,257	7.1	16,654	18,276	9.7	19,008	20,268	6.6
18,505	19,543	5.6	16,162	17,748	9.8	18,316	19,539	6.7
16,394	17,658	7.7	15,885	18,338	15.4	16,961	18,112	6.8
24,664	25,650	4.0	21,822	24,359	11.6	24,847	26,322	5.9
26,454	27,310	3.2	22,108	24,604	11.3	26,543	27,964	5.4
28,067	29,487	5.1	22,730	25,434	11.9	28,556	30,375	6.4
20,522	21,954	7.0	20,861	22,183	...*	21,526	22,772	5.8
23,078	23,956	3.8	21,042	23,653	...*	23,163	24,563	6.0
23,966	25,068	4.6	20,341	24,314	...*	24,341	25,881	6.3
34,195	36,374	6.4	26,516	28,396	7.1	34,875	36,924	5.9
31,989	32,990	...*	19,900	25,420	...*	35,815	37,122	3.6
31,362	31,527	0.5	25,022	30,516	...*	32,366	33,884	4.7
22,601	24,109	6.7	21,350	23,109	...*	24,547	25,938	5.7
(MEAN OF MAXIMUM SCHEDULED SALARIES FOR CLASSROOM TEACHERS = 100.0)								
100.0%	100.0%	...	100.0%	100.0%	...	100.0%	100.0%	...
103.7	103.8	...	103.4	105.3	...	105.4	105.2	...
101.4	100.2	...	100.3	102.3	...	101.5	101.4	...
89.9	90.5	...	98.6	105.7	...	94.0	94.0	...
135.2	131.5	...	135.5	140.4	...	137.7	136.6	...
145.0	140.0	...	137.3	141.8	...	147.1	145.1	...
153.8	151.1	...	141.1	146.6	...	158.3	157.7	...
112.5	112.5	...	...*	...*	...	119.3	118.2	...
126.5	122.8	...	...*	...*	...	128.4	127.5	...
131.4	128.5	...	...*	...*	...	134.9	134.3	...
187.4	186.4	...	164.6	163.6	...	193.3	191.6	...
175.3	...*	...	...*	...*	...	198.5	192.7	...
171.9	161.6	...	...*	...*	...	179.4	175.9	...
123.9	123.6	...	...*	...*	...	136.1	134.6	...

TABLE 10.--MEAN OF MAXIMUM SCHEDULED SALARIES FOR PERSONNEL IN SELECTED PROFESSIONAL POSITIONS 1974-75 THROUGH 1978-79, COMPARISON WITH MEAN OF MAXIMUM SCHEDULED SALARIES FOR CLASSROOM TEACHERS, AND FIVE-YEAR AND ONE-YEAR TRENDS FOR REPORTING SCHOOL SYSTEMS WITH 25,000 OR MORE PUPILS AND FOR ALL REPORTING SYSTEMS

SCHOOL SYSTEMS WITH ENROLLMENTS OF 25,000 OR MORE PUPILS

POSITION (FULL-TIME STAFF)	SCHOOL YEAR 1974-75	1975-76	1976-77	1977-78	1978-79	PERCENT CHANGE 1978-79 OVER 1977-78	1978-79 OVER 1974-75
CLASSROOM TEACHERS	$16,029	$17,125	$17,786	$18,730	$19,753	5.5%	23.2%
COUNSELORS	16,982	17,811	18,741	19,730	20,765	5.2	22.3
LIBRARIANS	16,281	17,188	17,847	18,756	19,897	6.1	22.2
SCHOOL NURSES	14,380	15,626	15,916	17,295	18,154	5.0	26.2
PRINCIPALS:							
ELEMENTARY SCHOOL	22,495	23,520	24,528	25,563	27,113	6.1	20.5
JR. HIGH/MIDDLE SCHOOL	23,395	24,595	25,873	27,178	28,646	5.4	22.4
SR. HIGH SCHOOL	25,430	26,677	27,846	29,409	31,281	6.4	23.0
ASSISTANT PRINCIPALS:							
ELEMENTARY SCHOOL	19,210	20,065	21,112	22,218	23,453	5.6	22.1
JR. HIGH/MIDDLE SCHOOL	19,597	20,976	22,042	23,237	24,522	5.5	25.1
SR. HIGH SCHOOL	20,875	22,213	23,194	24,549	25,886	5.4	24.0
SUPERINTENDENTS	38,950	40,619	42,069	44,001	46,251	5.1	18.6
DEPUTY/ASSOC. SUPTS.	33,605	34,757	36,736	38,316	40,901	6.7	21.7
ASSISTANT SUPERINTENDENTS	29,937	30,754	32,468	34,385	36,297	5.6	21.2
SUBJECT AREA SUPERVISORS	22,895	23,733	24,725	26,251	27,511	4.8	20.2
(MEAN OF MAXIMUM SCHEDULED SALARIES FOR CLASSROOM TEACHERS = 100.0)							
CLASSROOM TEACHERS	100.0%	100.0%	100.0%	100.0%	100.0%	...	...
COUNSELORS	106.0	104.0	105.4	105.3	105.1	...	...
LIBRARIANS	101.6	100.4	100.3	100.1	100.7	...	...
SCHOOL NURSES	89.7	91.3	89.5	92.3	91.9	...	...
PRINCIPALS:							
ELEMENTARY SCHOOL	140.3	137.3	137.9	136.5	137.3	...	...
JR. HIGH/MIDDLE SCHOOL	146.0	143.6	145.5	145.1	145.0	...	...
SR. HIGH SCHOOL	158.7	155.8	156.6	157.0	158.4	...	...
ASSISTANT PRINCIPALS:							
ELEMENTARY SCHOOL	119.9	117.2	118.7	118.6	118.7	...	...
JR. HIGH/MIDDLE SCHOOL	122.3	122.5	123.9	124.1	124.1	...	...
SR. HIGH SCHOOL	130.2	129.7	130.4	131.1	131.0	...	...
SUPERINTENDENTS	243.3	237.2	236.5	234.9	234.1	...	...
DEPUTY/ASSOC. SUPTS.	209.7	203.0	206.5	204.6	207.1	...	...
ASSISTANT SUPERINTENDENTS	186.8	179.6	182.6	183.6	183.8	...	...
SUBJECT AREA SUPERVISORS	142.8	138.6	139.0	140.2	139.3	...	...

ALL REPORTING SCHOOL SYSTEMS (300 OR MORE PUPILS)

SCHOOL YEAR					PERCENT CHANGE	
1974-75	1975-76	1976-77	1977-78	1978-79	1978-79 OVER 1977-78	1978-79 OVER 1974-75
$15,366	$16,490	$17,119	$18,040	$19,267	6.8%	25.4%
16,550	17,357	18,096	19,008	20,268	6.6	22.5
15,844	16,700	17,410	18,316	19,539	6.7	23.3
14,442	15,167	16,077	16,961	18,112	6.8	25.4
21,221	22,458	23,639	24,847	26,322	5.9	24.0
22,458	23,917	25,150	26,543	27,964	5.4	24.5
24,372	25,831	27,203	28,556	30,375	6.4	24.6
18,410	19,640	20,549	21,526	22,772	5.8	23.7
19,581	20,750	21,862	23,163	24,563	6.0	25.4
20,599	21,928	23,289	24,341	25,881	6.3	25.6
30,338	32,527	33,233	34,875	36,924	5.9	21.7
31,547	32,191	33,878	35,815	37,122	3.6	17.7
28,027	28,864	30,297	32,366	33,884	4.7	20.9
21,074	22,332	23,137	24,547	25,938	5.7	23.1
(MEAN OF MAXIMUM SCHEDULED SALARIES FOR CLASSROOM TEACHERS = 100.0)						
100.0%	100.0%	100.0%	100.0%	100.0%	...	...
107.7	105.3	105.7	105.4	105.2	...	...
103.1	101.3	101.7	101.5	101.4	...	...
94.0	92.0	93.9	94.0	94.0	...	...
138.1	136.2	138.1	137.7	136.6	...	...
146.2	145.0	146.9	147.1	145.1	...	...
158.6	156.7	158.9	158.3	157.7	...	...
119.8	119.1	120.0	119.3	118.2	...	...
127.4	125.8	127.7	128.4	127.5	...	...
134.1	133.0	136.0	134.9	134.3	...	...
197.4	197.3	194.1	193.3	191.6	...	...
205.3	195.2	197.9	198.5	192.7	...	...
182.4	175.0	177.0	179.4	175.9	...	...
137.1	135.4	135.2	136.1	134.6	...	...

TABLE 15.--PERCENT DISTRIBUTION OF MINIMUM SCHEDULED SALARIES FOR CLASSROOM TEACHERS, COUNSELORS, AND LIBRARIANS IN REPORTING SCHOOL SYSTEMS, BY ENROLLMENT GROUP, 1978-79

SALARY CLASS	ENROLLMENT GROUP 25,000 OR MORE	10,000 TO 24,999	2,500 TO 9,999	300 TO 2,499	TOTAL ALL REPORTING SYSTEMS
1	2	3	4	5	6
CLASSROOM TEACHERS					
LESS THAN $ 7,500	---	---	---	.4	.1
$ 7,500 TO 7,749	---	---	.3	.4	.2
7,750 TO 7,999	---	---	---	.4	.1
8,000 TO 8,249	.7	.3	.8	---	.5
8,250 TO 8,499	2.2	.7	1.0	2.1	1.3
8,500 TO 8,749	1.4	2.8	1.6	5.0	2.7
8,750 TO 8,999	1.4	2.1	3.1	10.0	4.2
9,000 TO 9,249	7.2	5.2	9.7	12.9	8.9
9,250 TO 9,499	5.8	4.9	8.1	7.9	6.9
9,500 TO 9,749	16.7	11.8	13.4	17.9	14.4
9,750 TO 9,999	12.3	16.0	13.1	8.8	12.8
10,000 TO 10,249	13.8	15.7	13.1	11.7	13.6
10,250 TO 10,499	13.8	13.9	9.4	7.5	10.8
10,500 TO 10,749	8.7	10.8	7.9	6.7	8.5
10,750 TO 10,999	5.1	5.2	6.8	2.5	5.2
11,000 OR MORE	10.6	10.5	11.8	5.8	9.9
T O T A L	100.0	99.9	100.1	100.0	100.1
NUMBER OF RESPONDENTS	138	287	382	240	1047
MEAN	10086	10111	10024	9669	9975
MEDIAN	10000	10050	9964	9650	9949
RANGE - LOW	8060	8112	7744	7437	7437
HIGH	16181	12569	13871	12333	16181
COUNSELORS					
LESS THAN $ 8,500	.8	1.1	1.5	2.7	1.5
$ 8,500 TO 8,999	1.6	1.1	2.7	8.7	3.1
9,000 TO 9,249	1.6	3.1	6.4	8.1	4.9
9,250 TO 9,499	3.1	4.6	6.4	6.0	5.3
9,500 TO 9,749	6.2	7.3	6.7	12.8	7.8
9,750 TO 9,999	7.0	8.4	8.8	8.1	8.3
10,000 TO 10,249	12.4	8.4	10.0	15.4	10.8
10,250 TO 10,499	4.7	11.1	7.9	7.4	8.3
10,500 TO 10,749	11.6	6.1	7.6	4.7	7.2
10,750 TO 10,999	3.5	8.4	7.6	3.4	6.6
11,000 TO 11,499	15.5	13.0	10.9	10.7	12.2
11,500 TO 11,999	7.8	7.6	4.2	2.7	5.4
12,000 TO 12,999	12.4	6.5	7.6	2.7	7.0
13,000 TO 13,999	4.7	3.4	3.3	2.7	3.4
14,000 TO 14,999	1.6	3.1	2.1	2.7	2.4
15,000 OR MORE	5.4	6.9	6.4	2.7	5.7
T O T A L	100.3	100.1	100.1	100.	99 9
NUMBER OF RESPONDENTS	129	262	330	14	870
MEAN	11353	11308	11038	103	11056
MEDIAN	10787	10600	10483	100	10499
RANGE - LOW	8493	7234	8000	790	7234
HIGH	23811	22678	23119	1967	23811
LIBRARIANS					
LESS THAN $ 8,250	.8	.4	1.2	.7	.8
$ 8,250 TO 8,499	1.6	.8	1.2	1.	1.1
8,500 TO 8,749	2.3	1.6	1.2	3.	1.9
8,750 TO 8,999	1.6	1.6	3.0	7.	3.2
9,000 TO 9,249	6.2	4.7	8.4	12.	7.7
9,250 TO 9,499	4.7	5.4	6.3	6.	5.9
9,500 TO 9,749	10.9	11.7	9.9	15.	11.5
9,750 TO 9,999	13.2	12.5	13.7	8.	12.3
10,000 TO 10,249	16.3	14.4	13.4	15.	14.4
10,250 TO 10,499	9.3	14.8	10.1	7.	10.9
10,500 TO 10,999	18.6	17.1	13.1	11.	14.9
11,000 TO 11,499	7.8	7.8	8.7	6.	7.9
11,500 TO 11,999	3.9	2.7	2.7	1.	2.4
12,000 OR MORE	3.1	4.7	7.2	3.	5.1
T O T A L	100.3	100.2	100.1	100.	100.0
NUMBER OF RESPONDENTS	129	257	335	16	881
MEAN	10294	10304	10320	991	10231
MEDIAN	10097	10200	10051	988	10050
RANGE - LOW	6737	7234	5556	79	5556
HIGH	18515	16600	22992	155	22992